

SigEp Journal

Sigma Phi Epsilon
FALL 2013

SigEp can change the face of fraternity **AGAIN**

Our experience
advances to meet
the challenges of
today's college men,
page 26

Exitround offers staying
power for start-ups,
page 15

53rd Grand Chapter
Conclave convenes in
Texas, page 34

Fraternity Report,
page 42



Phillip Cox, Indiana '84, served the Fraternity as chapter counselor, Alumnus and Volunteer Corporation (AVC) president and treasurer for the Indiana Chapter. He also served as district governor for Indiana from 1993-98. He is a Distinguished Alumnus Award recipient. At the 2013 Conclave in Grapevine, Texas, Cox was elected Grand President.

Cox has been in investment management for 20 years and is the national director of managed accounts and alternative investments for Schwab Institutional. He enjoys visiting SigEp chapters and meeting with the brothers and volunteers. Brother Cox resides in Indianapolis with his wife Jane. Their twins, Phillip and Caroline, are college students at North Carolina – Chapel Hill and Miami of Ohio, respectively.

Almost every challenge can be overcome by our cardinal principles

The brotherly love of this Fraternity changed my life. Thirty years ago SigEp took a small town boy and taught me how to be a man.

Since then, I've had more than a lifetime's worth of laughs, reunions, boys' weekends and the constant camaraderie of my brothers.

But sometimes it's not just about the good times—brotherly love can get you through the toughest days too.

This was the case when my biological brother, **James Allen Cox, Vincennes '79**, died from a heart attack in his mid-40s. At his funeral, I was surprised when the doors opened and a huge group of brothers, from all over the country, came in together and filled the back of the room. I'll never forget that moment, having all those men there to support me.

When Allen's son, my nephew, turned and asked, "Uncle Phil, who are all those guys?" I responded, "Oh, they're fraternity brothers. You'll understand someday, when you're a SigEp, too."

I am following in the footsteps of an outstanding Grand President, Brother **Bert Harris, Florida, '74**. His leadership, determination and clarity of purpose have placed SigEp on a stronger foundation. But the good work we began under his leadership is far from done.

In the last two years, SigEp has passed 300,000 lifetime members, achieved an all-time high GPA of 3.15

"SigEp has passed 300,000 lifetime members, achieved an all-time high GPA of 3.15 and invested in our development programs like never before."

and invested in our development programs like never before. In so many ways we are bigger and better than we've ever been.

But along the way, we've also lost chapters—far too many chapters—to "frat boy" behavior.

In every case, I've thought of the young men who won't have the chance to experience our Fraternity like I have, men who will never know the life-changing impact it has or the good times and lifelong network of support it brings. And in every case, it felt like a stab to the heart of Sigma Phi Epsilon.

Still, I believe that this, and almost every challenge we face, can be overcome when we live by our cardinal principles, especially brotherly love. That's because

I believe brotherly love isn't just a feeling. Sometimes it's a decision.

It is a decision to spend a little more of your budget on member development and community service. It is a decision to enforce chapter standards for brothers whose lives are out of balance but can get back on track with a little tough love. It is a decision to confront the brother who wants to be more "fratty," more "old school," more TFM*, who wants to make the new guys "earn it" by hazing them, "just a little bit." And for alumni, it's a decision to step in, sign up, volunteer, donate and say "I believe in Sigma Phi Epsilon."

That's brotherly love, and that's how we can ensure the future and success of our brothers and our Fraternity.

In the next two years you can expect to see me, maybe a lot of me.

"It's a decision to step in, sign up, volunteer, donate and say 'I believe in Sigma Phi Epsilon.'"

In my career, I travel constantly. Over the years, I've dropped in on many chapters, calling ahead to schedule dinner with brothers. As Grand President, I plan to continue and accelerate that practice. And when we visit, I'll be there to listen. I'll want to know what challenges you and your chapter face, and how SigEp can better serve you and help you achieve your goals.

I'll also want to discuss our shared goals of providing an outstanding Fraternity experience for all members, supported by the best development programs and volunteers. I'll tell you about the thousands of alumni and friends who are investing in SigEp as volunteers and donors and our efforts to do more to support them.

In the meantime, let's live our values every day and spread the word that SigEp is different. Let's bring more young men into our brotherhood and invest in the programs that will define their experience.

To steal a phrase from the SigEp Creed, "I believe in the American college fraternity. I believe in Sigma Phi Epsilon." And I believe that together we can change lives. I hope you'll join me.

PHILLIP A. COX
Grand President

In this issue:



ON the COVER
Richard Podos, NYU '85, left, and Adam Seiber, Murray State '02, are career crusaders for SigEp. Their career readiness presentations have helped brothers begin their professional development in earnest well before they graduate. See page 28.



Page 21

How SigEp will change the face of Fraternity AGAIN



Feature section begins on page 26

"We were getting ready to give a talk about LinkedIn and using the SigEp network, and we saw guys in mismatched clothes, carrying shoddy resumes, not able to articulate why they deserved a job."

Page 28



Page 19

CHAPTERS

- 8 Red Door Notes**
Life in a SigEp chapter house... long after college! Good housekeeping keeps SigEp competitive
- 18 Our Very Own Balanced Men**
Stevens Tech valedictorian excels! Building with Bottles: Brother aims to reduce unemployment for disabled Haitians! Michigan senior honored with research fellowship
- 20 Chapter News**
Virginia Commonwealth charters again! Tennessee Alpha celebrates 100th anniversary! SigEp celebrates 75 years at Muhlenberg College! SigEp at Southern Illinois-Edwardsville turns 40! Academic All-Stars! Top 5 chapters in each SigEp region
- 48 Index**
Wondering if your chapter appears in this issue of the Journal?

FEATURES

- 26 Cornell leads the way for universities in evolving Greek life**
- 28 Career Crusaders**
By TYLER BOGGESE, Drake '10
- 32 SigEp and the Millennial Male**
By SHANE P. MCKEE, Ph.D., Washington State Renaissance



Page 35

- 34 53rd Grand Chapter Conclave**
2013 Buchanan Cups • Three Citation recipients and four OGH recipients honored

DEPARTMENTS

- 3 Sigma Phi Epsilon in 1959**
A few interesting items from the Journals of 1959
- 4 Commentary**
Legacy issue appreciated! Fifteen brothers become handymen for couple in need! Brother wants to understand Nationwide relationship! Partnerships deliver programs to more SigEps
- 6 Save the date**
- 10 Alumni and Volunteer News**
Jim Rippey: Mutual Fund Pioneer, Philanthropist, SigEp Brother! Three brothers report for Des Moines TV station! SigEp enhances youth football experience! Twin Cities renovators wrap season one of reality show! Exitround offers staying power for start-ups! Archer and Olympic hopeful shoots for his dream! Brother inducted into Teacher Hall of Fame
- 42 Fraternity Report**
SigEp can change the world, one balanced man at a time.
- 46 In Memoriam**

Reader's Guide

SigEp Journal

Fall 2013 Issue • Volume 111, Number 1
sigep.org • (804) 353-1901

Editor Beaux Carriere, Charleston '10
Managing Editor Gay-Lynn Carpenter
Copy Editors Jan Brammer, Rob Jepson, Utah State '12
Art Direction Propolis Design Group

Subscriptions

The *SigEp Journal* is published by Sigma Phi Epsilon Fraternity for alumni, volunteers, undergraduate members, parents and other supporters of the Fraternity.

Published continuously since 1904, the *Journal* is issued twice a year in April and October and mailed to every member and SigEp supporter with an active address in our database. To maintain your subscription, please keep your address current at www.sigep.org/update or email address changes to address.update@sigep.net.

Submissions

The *Journal* welcomes all submissions sent to communications@sigep.net or to *Journal* Editor, Sigma Phi Epsilon, 310 South Boulevard, Richmond, Virginia 23220. Decisions to publish submitted materials are based on the sole discretion of the editorial staff.

Advertising

For information on advertising, please email communications@sigep.net.

Complete *Journal* archive online at:
www.sigep.org/news/journal/

CONNECT WITH SIGEP

VOLUNTEER

- Explore volunteer opportunities at sigep.org/volunteers
- Email archie.messersmith@sigep.net

DONATE

- Visit sigep.org/give
- Email brady.wolfe@sigep.net

EVENTS

- Join our mailing lists to stay current on SigEp events near your city. sigep.org/update
- Visit sigep.org/leadershipevents

NETWORK

- Connect with the largest private network of SigEps on LinkedIn and join the conversation at sigep.org/socialmedia



2013-2015 National Board of Directors

2013-2015 National Board of Directors

Grand President
Phillip A. Cox, Indiana '84
grand.president@sigep.net

Grand Treasurer
Christopher L. Bittman, Colorado '85

Grand Secretary
Richard W. Bennet III, Central Missouri '74

National Directors
Thomas B. Jelke, Florida International '90
Garry C. Kief, Southern California '70
Billy D. Maddalon, North Carolina State '90
Shawn McKenna, Maine '77
Daniel W. McVeigh, Texas Wesleyan '90

Student Directors
Sawyer J. Hicks, Davidson '14
Erik Mikkelsen, Utah State '14
Marshall Miller, Valparaiso '14

Educational Foundation Board of Trustees

President
Edward H. Hammond, Ph.D., Emporia State '66

Treasurer
Norman E. Nabhan, Purdue '71

Secretary
Stephen B. Shanklin, Ph.D., Murray State '70

Trustees
Gary E. Griffith, Texas-Austin '70
Michael C. Williams, Memphis '69

SigEp National Housing Board of Directors

President
Kenneth S. Maddox, Oregon State '75

Vice President
A. J. Siccardi, Florida '98

Secretary-Treasurer
Brian C. Warren Jr., Virginia '04

Directors
Clark H. Byrum Sr., Indiana '57
Timothy J. Harmon, Washington '82
Christopher M. McCaw, Appalachian State '03
Stephen L. Young, Kansas '80
John D. Weir, Purdue '01

1: Carey E. Heckman, Dartmouth '76
2: David Roman, Cornell '73
3: Ehren Stanhope, Tulane '05
4: Jason M. St. John, Maryland-College Park '94
5: Edward E. Bishop, Virginia Tech '73
6: Joseph W. Langella Jr., Connecticut '83
7: Ron S. Binder, Toledo '83
8: Peter M. Varney, Davidson '96
9: Andrew C. Land, Clemson '04
10: Steven B. Chaneles, Connecticut '83
11: Chad H. Carlson, Baylor '95
12: Stephen C. Valente, Middle Tennessee State '96
13: Marcus P. Robinson, Dayton '99
14: Salvatore A. Moschelli, Lawrence Tech '00
15: David T. Bertorello, Evansville '89
16: Bradley C. Nahrstadt, Monmouth '89
17: David M. McLaughlin, Minnesota '92
18: John W. Hartman, Missouri-Columbia '61
19: Jeffrey C. Gates, Wichita State '89
20: William M. Patten, Texas Christian '73
21: Bruce W. Anderson, Texas-Austin '71
22: Steven R. Ruttnar, Washington '79
23: James M. Amen, Sacramento State '96
26: David R. Calderon, Cal-Poly Pomona '88
Vacant districts not listed

Fraternity Staff

Chief Executive Officer
Brian C. Warren Jr., Virginia '04
ceo@sigep.net

Executive Coordinator and Donor Relations Manager
Lynn Cutter Morris
lynn.morris@sigep.net

Fraternity Operations
Fraternity Operations Director
Seth D. Irby, Louisiana State '11
seth.irby@sigep.net

Volunteer Services Director
Archie Messersmith, M.S., Samford '99
archie.messersmith@sigep.net

Chapter Services Director - East
Daniel P. Sullivan, WPI '12
daniel.sullivan@sigep.net

Chapter Services Director - West
Scott S. Swedberg, Elon '11
scott.swedberg@sigep.net

Fraternity Operations Coordinator
Morgan MacLin Nagle
morgan.maclin@sigep.net

Membership Coordinator
Donna Jarvis
d.jarvis@sigep.net

2013-2014 Traveling Staff

Chapter Services Specialist
Trevor Bullard, Massachusetts '12

New Chapter Development Directors
Rick Stepanovic, Michigan '12
Shane Lay, California-Santa Barbara '12

SEC Director
Roy Sye, Monmouth '13

Regional Directors
Barak Alon, San Diego State '13
Artie Angelo, Elon '13
Josh R. Beekman, Toledo '13
Logan Fletcher, North Dakota '13
John Henkel, West Chester '13
Riley Little, Christopher Newport '13
Shawn Mullen, Rhode Island '13
Andrew Parrish, Georgia '13
Daniel J. Sullivan, Quinnipiac '13
Tom Teson, Drexel '13

Finance
Finance Director
Julie W. Ross

Fraternity Accountant
Susan L. Williams

Facility Manager
Jerry Gallagher, Zollinger Renaissance

Fundraising and Advancement
Director of Advancement
Brady Wolfe, Drake '09
Senior Advancement Officer and Campaign Consultant
Matt Parrish, Georgia '08

Information Management

Information Management Director
E. Scott Thompson II, Southern Mississippi '99

Technology Manager
P. Sean Leahy, George Mason '96

Database and Research Coordinator
Mindi Seidel

Membership Information Coordinator
Debbie Hunt

Marketing and Communications
Marketing and Communications Director
Beaux Carriere, Charleston '10
Communications Manager
Rob Jepson, Utah State '12
Marketing and Communications Coordinator
Jan Brammer

Programs and Events

Programs and Events Director
Stacy D. Nicodemus, CMP

Programs and Events Coordinator
Kristen E. Reid, CMP

Balanced Man Program Manager
Kyle Sutton, Cincinnati '12

Leadership Events Manager
Sheehan Walker, Virginia Commonwealth '11

Risk Management
Risk Management Director
Kathy Johnson

SigEp National Housing
Managing Director
Patrick Murphy, Northeastern '10
Asset Manager
Matthew Ngo, Texas Christian '12
Project Manager
Alex Woodlief, Northeastern '11
SENH Accountant
Melba B. Hoyle

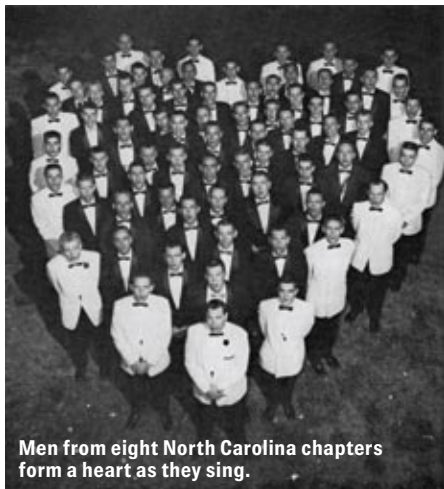


Sigma Phi Epsilon in 1959

Compiled by JAN BRAMMER, Marketing and Communications Coordinator



Cover of the September 1959 Sigma Phi Epsilon Journal: Ball State's door to brotherhood



Men from eight North Carolina chapters form a heart as they sing.



The first training program for chapter counselors took place in Oregon, October 1959.



Edward A. Strecker, Jefferson Medical 1911, passed away in 1959 after an illustrious career as a psychiatrist and a popular professor at Pennsylvania and Yale medical schools. He wrote 10 books and served as the president of the American Psychiatric Association.



Drum major Bill Reed, Tennessee '59, conducts the university band during a football game.



SigEps at Barton College (formerly Atlantic Christian) honor new deans with a banquet. Chapter President Jim Bishop, Barton '59, second from right.



Montana's SigEp band in its stint for the annual heart drive.



Legacy issue appreciated

Hi Gay-Lynn,

I just finished reading the new *Journal* from cover to cover, and I want you to know how much I appreciate the work you put into this issue (continuing your record, of course).

I always like it when you put down your blue pencil and do your own thing. Salvage Dawgs was great! I'm not that far from Roanoke, so should plan a day trip down to see the place.

I also thought that the Legacy theme was inspired and I hope, widely appreciated. Of course, I have a bias and thought the Nabhan article was the best.

I bet we'll recruit several "sleepers" (legacies who don't mention their family connection) in the future as a result of today's *Journal*. A very good use of our venerable publication.

You've transformed the *Journal* (and I perceive several other things), and we need you to preserve what you've improved and built. I've been around for a long time, and I can't think of another era in the history of the *Journal* that has seen such remarkable improvements. Under your hand, we have a world-class publication that has to be the envy of all Greek organizations, as well as many outside our sphere.

All the best to you!

KENT HICKMAN
Colorado '61



Kent Hickman, Colorado '61, is a devoted reader.

Fifteen brothers become handymen for couple in need

To whom it may concern:

I am writing in regards to the fine men of the Sigma Phi Epsilon Washington Gamma Chapter.

This spring a group of young men from the SigEp chapter of Eastern Washington University came to our aid in the removal of our 35-year-old rotting deck. My husband is just 39 years old and is permanently disabled from three bouts of cancer. We have had some serious home repair issues that have needed tending to and have been put on the back burner for a few years. But we had gotten to a point where our 3,000 square-foot deck was in so much disrepair that it had become a danger. I put up a notice on Facebook for help in tearing it out, and **Jake Williams, '16**, a freshman from the chapter volunteered to come and help. He thought he could get a couple of guys from the house to help as well.



Jennie Bradstreet and her husband, Erik.

I was expecting two or three, but instead, 15 men from the chapter showed up. All of the young men came ready to work and got the monumental job done in just three hours. When the majority of work was finished, they began asking if there was more that I wanted done, and they ended up removing some sod and digging out a part of a flowerbed.

I cannot tell you how impressed and

how blessed I was to have this group of young men come and serve my family.

As an alumna of Alpha Gamma Delta, I know how important it is to the board and leadership in a national Fraternity to know the exceptional character and quality of their men and women. I just wanted to let you know that

the men who came to my home were of the highest character, full of manners and willing hearts.

I congratulate you on the fine members that you have in the Washington Gamma Chapter. Thank you.

Sincerely,

JENNIE BRADSTREET



The Bradstreets were extremely grateful for the sweat equity generated by 15 brothers from SigEp's Eastern Washington Chapter.

Please send your comments or letters to the editor to communications@sigep.net, or mail to SigEp Headquarters, 310 S. Boulevard, Richmond VA 23220. Letters and social media posts may be edited for clarity and length.

Brother wants to understand Nationwide relationship

Journal Editor,

I received a letter in the mail recently. The letter stated that because I am a brother of Sigma Phi Epsilon I could receive a special rate by changing my automobile insurance to Nationwide Insurance.

This letter is frustrating because it gives the appearance that SigEp has sold my information. This happens all too often with organizations in which I am not a member. I am sure that SigEp stands to profit in some form from a partnership with Nationwide. However, the letter I received does not state what those benefits are. I believe many alumni possibly share this view and have become frustrated.

As a university administrator, I understand the importance of developing partnerships to help support the mission of undergraduate organizations. Cuts in funding at many levels are forcing many universities to make decisions that ultimately affect out-of-classroom programming.

I will continue to support Sigma Phi Epsilon and Arkansas Epsilon. However, I would like some clarification on how alumni information is being distributed. Furthermore, if partnerships are established, I believe the partner should clearly communicate the benefits in their marketing.

Faternally,

AARON HOGAN

Arkansas Tech '04

Associate Dean for Residence Life, Arkansas Tech University

Partnerships deliver programs to more SigEps

Aaron,

Thank you for openly sharing your concerns. Like you, I have seen the unfortunate effects of funding cuts on out-of-classroom programming. I also understand the potential consequences of failing to support our undergraduate brothers and adequately prepare them for life after college. SigEp is committed to filling the out-of-classroom voids you mention with the leadership, social and professional development opportunities our young brothers need to be successful...and balanced.

Since 2010, SigEp has been seeking new funding that will allow us to increase the quality and reach of our programs. Still, we are falling short of meeting the ever-growing demand. Last year, 20 percent of our undergraduates attended a SigEp leadership event—that's not good enough when we only have a few, critical years to make a lasting impact on their lives.

At Conclave, undergraduates voted to increase their annual fees to help, but with student debt at an all-time high, this can't be the only solution. We must also look to our alumni and friends for

support. We need you to volunteer, to donate and participate in programs.

Our Nationwide partnership provides another way to make an impact. Alumni participation in our brothers-only benefits program helped send 30 additional undergraduates to this year's Ruck Leadership Institute.

So, yes, SigEp does stand to profit from a partnership with Nationwide. But, more specifically, our undergraduates stand to profit from this partnership.

SigEp and Nationwide are working to include more information like this in each communication about the partnership—we want you to know the difference you are making. It is also important that

Alumni participation in our brothers-only benefits program helped send 30 additional undergraduates to this year's Ruck Leadership Institute.



"I will continue to use the skills I learned at Ruck to make an impact on my chapter, my university and Sigma Phi Epsilon nationally."

~ DAVIS ORR, ALABAMA '14

we're able to offer a trusted service and relevant benefits to our alumni. We want you to remain engaged with SigEp, to be proud of and continue to benefit from your membership.

I can assure you that Nationwide is prohibited from using the information we share for any purpose other than sending messages we approve. Still, a few alumni have requested that their names be removed from Nationwide mailings, and we have done so immediately. However, my hope is that our alumni find real value in this partnership and feel good supporting SigEp's undergraduate programs at the same time.

Thank you for your feedback on this partnership as well as your continued support.

Faternally,

A handwritten signature in black ink, appearing to read 'BCW Jr.'.

BRIAN C. WARREN JR.
Chief Executive Officer

Save the Date

November 2013

Indiana Tech, 50th Anniversary Celebration

Fort Wayne, Ind. 11/1-3
indiana.eta.newsletter@gmail.com

Stevens Tech, 75th Anniversary Celebration

Hoboken, N.J. 11/2
clantz@gmail.com

Life After College

Charlotte, N.C. 11/3
Boston, Mass. 11/10
sigep.org/lac

EDGE

Northern Ohio 11/2-3
Oregon 11/2-3
Mississippi 11/3
Indiana 11/9-10
Michigan 11/9-10
Pennsylvania 11/9-10
Southern California 11/9-10
Mississippi 11/16-17
Nebraska 11/16-17
Northern Idaho 11/16-17
South Florida 11/16-17
Tennessee 11/16-17
sigep.org/edge

St. Joseph's, 25th Anniversary Celebration

Philadelphia, Pa. 11/15
chriscimperman@gmail.com

Tragos Quest to Greece Application

Deadline 11/22

December 2013

2014 SigEp Educational Foundation Scholarship Application

National Competition Scholarships
Hicks Scholars
Study Abroad Scholarship
Deadline 12/31
sigep.org/foundation/grants-and-scholarships/

Other events not listed

Spring EDGE dates will be available early December 2013. Please visit sigep.org/edge for more information.

January 2014

Life After College

St. Louis, Mo. 1/25-26
sigep.org/lac

February 2014

Carlson Leadership Academies

Stamford, Conn. 2/7-9
Atlanta, Ga. 2/21-23
Chicago, Ill. 2/21-23
Dallas, Texas 2/28-3/2
Los Angeles, Calif. 2/28-3/2
sigep.org/cla

March 2014

Ruck Leadership Institute Application

Deadline 3/21

April 2014

Life After College

Miami 4/6
D.C. Metro 4/13
sigep.org/lac

Missouri-Columbia, 100th Anniversary Celebration

Columbia, Mo. 4/11-13
moalphasigep.com

Sacramento State 50th Anniversary

Lincoln, Calif. 4/12
sigep50th.eventbrite.com

Remember your Chapter Anniversary

The following chapters will pass historic milestones before the next issue of the *Journal*.

100 • Missouri-Columbia, April 10, 1914

50 • Indiana Tech, November 2, 1963
Sacramento State, September 1, 1963

25 • St. Joseph's, November 12, 1988

25 • Saint Louis, March 25, 1989

Carlson Leadership Academies

Alumni Receptions and Awards Dinners

Thousands of brothers convene in cities across America each year for SigEp's Carlson Leadership Academies. They learn to lead and plan for SigEp's growth. They also come to celebrate.

All alumni and friends are invited to a special reception and dinner at each of the 2014 Academies.

Reconnect with old friends, make new ones and learn about the amazing accomplishments of SigEp.



Stamford, Connecticut | February 8

Atlanta, Georgia | February 22

Chicago, Illinois | February 22

Dallas, Texas | March 1

Los Angeles, California | March 1



RSVP: sigep.org/cla-alumni



Red Door Notes

The red door on SigEp chapter houses started at Syracuse University in 1928. While not the only factor in a high-performing chapter, well-appointed chapter facilities establish the foundation for creating the right experience through efforts like the Balanced Man Program and Residential Learning Communities.

Life in a SigEp chapter house...long after college

By ALEX WOODLIEF, Northeastern '11

Two-thirds of SigEp chapter houses had a house mother in 1970. Fewer than one in ten have one now. Mentorship and guidance from house mothers has always been highly valued, but the demand for academic support and professional mentorship has far exceeded the supply of volunteers in our ranks. In many cases, the house mother has given way to another type of live-in mentor—the resident scholar.

SigEp caught up with its most iconic house mother and a three-year and current resident scholar to capture their perspectives on the role of a live-in mentor.

Nonnie Owens has dedicated much of her life to supporting SigEp and is lovingly referred to by thousands of brothers as “Mom Nonnie.” She’s conducted etiquette seminars at SigEp’s national programs and provided training to our Headquarters staff for much of the last two decades. And she first served as house mother to our Southern Methodist and Purdue chapters.

Like Nonnie, **Tony Lazarowicz, Nebraska Renaissance**, had never lived in a fraternity house before his first experience as a live-in mentor. His alma mater did not have fraternities, and he was beginning to pursue a Ph.D. at Nebraska-Lincoln when he moved into the RLC-accredited Nebraska Alpha chapter house in the summer of 2010.

Journal: What drew you to choose to live in a SigEp chapter house?

Nonnie: After a brief chapter visit in March of 1992, there was chemistry with the friendships, and I just knew that it would be beneficial for [Purdue] to have a live-in housemother. I was willing to make the move and take a chance.

Lazarowicz: I came from a small institution with no Greek system, but I was well aware of the stereotypes that the Greek system had. After consulting with a few colleagues on campus, I determined that indeed this house was a well-respected chapter in the UNL community, and that I would feel comfortable taking on this role.

J: What are some typical activities involved in your job?

N: Hosting dinners with special guests. Creating etiquette dinners for brothers and their guests. Helping the cook plan special events such as parents’ weekend, homecoming and alumni outings. I also did a lot of proof reading!

L: Mentoring the executive team in meetings, co-teaching our freshmen honors course; provide personal, academic and career counseling; and providing guidance during situations that come up regarding house and member safety.

“I was just ‘the mom,’ but realistically, I was a mentor before the Balanced Man Program termed it.”

J: Tony, What do you think is the most important part of your job?

L: The most important part of my job is to be present. Young men, in their formative years of life, are on their own and need someone to be present who can guide them.

J: Mom Nonnie, how would you describe your role as a house mother? Did you see your role as a surrogate parent, a friend, a mentor or something else?

N: I was just “the mom,” but realistically, I was a mentor before the Balanced Man Program termed it.



Mom Nonnie retired this year and received special recognition at the 2013 Conclave in honor of her decades of service.



Tony Lazarowicz with a few of his mentees at Nebraska, standing far right.

From maternal mentors to male role models, live-in mentors are an essential element of the chapter experience. The focus may alternate from etiquette to academics, from manners to masculinity. But the objective is the same, a journey from youth to adulthood that enables success.

Good housekeeping keeps SigEp competitive

SigEp National Housing (SENH) has partnered with chapters and Alumni and Volunteer Corporations (AVCs) for more than fifty years to support safe, healthy, top-quartile facilities.

As university housing options have advanced, so too have the expectations of Greek housing. To remain a relevant and competitive housing option, SigEp chapter homes must be managed with more attention and care than ever before.

The following practices can be found at the best managed chapter homes across the country. How does your house stack up?

SigEp National Housing's Best Practices

Life-Safety

- ☐ Facility meets all code requirements (town/city/university/etc.).
- ☐ Facility is sprinklered.
- ☐ Facility has updated fire-safety and alarm system.
- ☐ Facility has smoke alarms installed and maintained in each room.
- ☐ Facility has readily accessible fire extinguishers that are inspected and serviced annually.
- ☐ Tenants are trained on proper use of fire extinguishers.
- ☐ Property is insured for 100% of recovery value.

Property Management

- ☐ AVC employs a professional property manager.
- ☐ AVC or property manager bills and collects for all common charges and special assessments.
- ☐ AVC or property manager provides a monthly report of delinquent accounts.
- ☐ AVC or property manager averages seven hours of onsite supervision weekly.
- ☐ AVC or property manager proposes annual capital improvements.
- ☐ Security deposits are collected from each tenant.
- ☐ AVC or property manager coordinates the preparation of rooms and move-in.
- ☐ AVC or property manager assesses facility for damages and documents condition at move-in and move-out.
- ☐ AVC or property manager performs security and safety inspections during vacation periods.
- ☐ AVC trains an undergraduate house manager annually.
- ☐ Facility has monitored access by electronic fob or key.

Finances & Operations

- ☐ AVC has a housing pro-forma that is updated yearly.
- ☐ AVC charges market rates equivalent to on-campus housing.
- ☐ AVC charges parlor fees to all non-housed members.
- ☐ AVC charges for parking at facility.
- ☐ Facility maintains 100% capacity (determined by building code).
- ☐ 10 percent of annual rental revenue is saved as capital reserve.
- ☐ 5 percent of annual rental revenue is reserved for bad debt.
- ☐ Facility operates with a net positive cash flow.
- ☐ AVC has at least three years of historical data on financial performance.
- ☐ Parent guarantees are required on leases.
- ☐ AVC has an executed Asset Protection Agreement with Sigma Phi Epsilon.

Residential Learning Community (RLC)

- ☐ Facility has a live-in resident scholar and/or house manager.
- ☐ Facility has dedicated academic space.
- ☐ Facility has dedicated office space for faculty fellow.
- ☐ Faculty fellow or professor holds regular office hours in facility.
- ☐ Classes or seminars for academic development are taught, sponsored, or offered in the facility.
- ☐ Facility is dry.
- ☐ Facility is an accredited Residential Learning Community (RLC).



26% of chapters don't charge market rates equivalent to on-campus housing.

66% of houses are fully occupied.



50% of AVCs budget for savings.

SENH's "Housing Best Practices" were put to the test at the 53rd Grand Chapter Conclave this summer. Participating housed chapters identified common pitfalls and challenges of AVC-managed real estate, and shared solutions to overcome these challenges.

For more information about this program, visit sigep.org/resources/housing/property-management-program.html.

Alumni and Volunteer News



Jim Rippey

Mutual Fund Pioneer Philanthropist SigEp Brother

By **BRADY WOLFE**, Drake '09

Jim Rippey, Oregon '53, has modeled a Lifetime Responsibility of Brotherhood. He built a career and legacy that few achieve, and he never lost sight of his values or Fraternity.

A pioneer in the mutual fund industry, Rippey co-founded what would later become the largest money management firm in the Pacific Northwest. He began by offering Oregon their first mutual fund. When he sold his company—Columbia Management Company—in 1997, he had \$22 billion under management and shareholders spread across the world.

Jim Rippey grew up in the small, coastal town of Coos Bay, Ore. When he arrived at the University of Oregon, Jim found a group of men who shared his strong values and joined our Oregon Beta Chapter in 1950. A natural leader, he guided the chapter as president and house manager.

Jim's leadership experience with SigEp served as training for the making of a career that helped change the landscape of global finance. He credits his time in the chapter with some early financial wisdom, but the words that ring loudest speak to Jim's commitment to living SigEp's values. "In my line of business, character is very highly regarded...our reputation at Columbia was always very high, and that carried us a long way."

Jim also found in SigEp a place to learn timeless lessons on leadership. Reflecting on his years as a chapter officer, he recalled, "It gave me a lot of confidence and let me shine." The most important lesson he learned? "Teams need to be able to pull in the same direction, that's leadership," Jim said. "Motivation is most important. You have to find ways to motivate others and create a team."

A warm and magnetic personality, Jim is a natural team-builder. In fact, many on Jim's "team" have been present since his undergraduate days at Oregon. He met his wife Shirley through a SigEp brother in his senior year of college and still counts fellow chapter brothers as some of his best friends. "I just got together with half a dozen fraternity brothers for a barbeque in August. Six of us, all in our 80s, meet a couple of times a year and pick up like we saw each other yesterday."

Since retiring in 1998, Jim has been a dedicated advocate and philanthropist, supporting a number of nonprofits including the Sigma Phi Epsilon Educational Foundation, the University of Oregon, and his family's foundation, the JFR Foundation. "Our purpose is children's causes and education," Jim said of his foundation's philanthropic efforts. "That's the future of our country; we are dependent on young people and education."

"Education is the best provision for life's journey."

~ ARISTOTLE

This charcoal drawing by Suzie Kitman captures the kind and warm spirit of Brother Jim Rippey.



Three brothers report for Des Moines TV station

By **ERIK WHEATER**, Iowa State '10

In television, each day is different than the next. One day you're live at a crime scene and the next day you're moved to tears hearing the story of a couple that has stood the test of time. As a reporter/anchor at WHO-TV Channel 13 News in Des Moines, Iowa, I could tell lots of stories, but one hits especially close to home.

During a four-man best ball golf tournament, I found out I wasn't the only SigEp at the station. While waiting to tee-off and speaking about our college

days, **Patrick Dix**, Missouri-Columbia '96, the morning anchor, **Michael Admire**, Pittsburg State '11, a sports reporter, and myself discovered we had a greater connection than a love for golf and careers in television. We are all brothers of Sigma Phi Epsilon.

On the tee, we spoke about our duties within our chapters from serving on the executive board to our roles as alumni, told stories about our brothers, and shared the status of renovations to our chapter homes. Since starting

my career, I have thought of ways that our ideals of Virtue, Diligence, and Brotherly Love applied to the television business. In television, we are expected to live lives of virtue. To report the news, you cannot become the news. We are expected to be role models and hold ourselves to high moral standards. Furthermore, through asking tough questions, we hold others to those same standards.

As journalists, we must be diligent in finding the truth. Some leads run into dead ends, but when it comes to keeping the public

informed, our job is to break through those barriers. An effective journalist must check, and double-check his or her work to ensure accuracy. A second rate effort always shows on camera.

That day on the golf course, I realized how brotherly love applies to this business. I find myself turning to Patrick more than ever for advice on how to improve my work at the anchor desk and in the field. I look up to him in a similar way to how I looked up to older brothers in my chapter. Patrick is a veteran who

has been through many of the things I'm experiencing. He has become a monumental help as I work each day to improve my craft. Michael, on the other hand, is closer to me in age. We will go through many of the same things together in journalism, and in life, over the next few years.

At work, the three of us wear the letters "WHO" but, on the inside, I know the letters Sigma Phi Epsilon are an important part of the balanced men we are today.

"That day on the golf course, I realized how brotherly love applies to this business."



Top from left: Michael Admire, Pittsburg State '11, Patrick Dix, Missouri-Columbia '96, and Erik Wheeler, Iowa State '10, give WHO-TV in Des Moines a SigEp state of mind. The three brothers discovered their connection at a golf tournament. Above: The three SigEps share the anchor desk.

SigEp enhances youth football experience

By JASON MCGILL, Vanderbilt '08

Nick Inzerello, Northwest Missouri State '98, started his career while an undergraduate in the Sports Information Director's office. "I was flipping through media guides, and I came across the Chicago Bears, which is my team. I was looking at the Bears media guide, and I see 'Front Office' and I'm seeing a marketing job, a PR job, etc., and I realize that's something I want to do," Inzerello said.

Fast forward 15 years, Inzerello is the senior director of football development for USA Football in Indianapolis. "USA Football serves as the national governing body of youth and amateur football. We are endowed by the NFL to make sure that the game is stronger at the youth and high school levels," he said.

Inzerello has played a crucial role in Heads Up Football, a program aimed at 3 million contact and 1.1 million high school student athletes. The program focuses on coaching certification, concussion awareness, proper equipment, and correct tackling form, he explained.

"We want to make sure kids have a great experience. They learn a few things not just about the sport but the attributes [kids] get through teamwork: character development and responsibility. That carries over into everyday life."

Inzerello got his start from a six-month internship with the U.S. Olympic Committee which he turned into full-time employment. In 2003, he found his home at USA Football.

Inzerello also looks back fondly on his time in SigEp. "I don't think I would have done nearly as well on the field or in the classroom without the Fraternity," Inzerello commented. "I wouldn't have had a sense of purpose."

To get into the sports industry, Inzerello advised, "If you want to work in sports, know what you want to do first and foremost. Second, talk to people.



Write letters of interest. Ask them for informational interviews. Ask, 'What do you do?', 'Why do you do it?', 'If I'm setting up for my career in sports, what advice would you give me?' I sent out letters to every NFL team." Inzerello also commented that he would start at www.teamworkonline.com, a site dedicated to job placement and internships in sports.

Inzerello played receiver for Northwest Missouri State's football team, and he was part of a group, led by newly hired coach Mel Tjeerdsma, that turned the football program around. He said, "We went from 0-11 to 6-5, to 11-2, to 13-1. And my junior and senior year we went to the NCAA Elite 8. Now you see Northwest Missouri State in Division II football as a power house. We're always a top-five program." Inzerello and his teammates were inducted last year into the university's hall of fame.

Inzerello, center, chats with Roger Goodell, Commissioner of the National Football League (NFL) and Michael Strahan, who played for the New York Giants for 15 seasons, including their 2007 Super Bowl win.

Inzerello has played a crucial role in Heads Up Football, a program aimed at 3 million contact and 1.1 million high school student athletes.

Twin Cities renovators wrap season one of reality show

By JOHN KOWALSKI, Virginia Commonwealth '12

When the housing market crashed in 2007 and demand for rental housing grew, **Drew Levin, Florida '05**, and **Danny Perkins, Florida '05**, saw the investment opportunity. The entrepreneurial duo knew it was the time to buy.

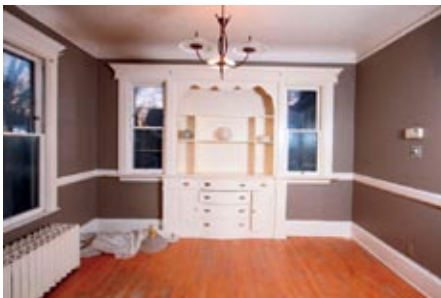
Levin and Perkins, who met at freshman orientation and joined SigEp together, recently wrapped up the first season of their new show on HGTV, *Renovate to Rent*. The show follows their latest business venture, D&D Real Estate Holdings, LLC. They buy houses in the Twin Cities of Minnesota, fix them up, and rent them out.

"All of a sudden in 2007, everything crashed, light bulbs went off, and we decided it was a good time to buy," said Levin.



PHOTO COURTESY OF STAR TRIBUNE/MINNEAPOLIS ST. PAUL 2013

Drew Levin, left, and Danny Perkins met at Florida. They discovered their knack for entrepreneurship early on. They jumped into renting real estate when the housing market crashed.



This renovation took a dining room from dull (above) to dazzling (next page, top). They tackle kitchens with equal flair (next page, bottom).

Rather than trying to turn a quick profit by selling, they believe the long-term investment of renting these properties will give them a much greater return. The rental market in the area is driven by college students and young professionals—segments the two know very well.

"Our strategy has always been a long term one," said Perkins. "We make sure every property stands alone and has cash flow. We felt there was a real opportunity to acquire properties and have cash flow for years to come."

This is not the first business Levin and Perkins have operated. Their first venture was a social networking site, YFly.com. YFly had a celebrity focus and included content from Rihanna, the Jonas Brothers, Paris Hilton and others. Unfortunately, the site's usage outgrew the technology to keep the site running.

"Drew and I are not tech guys," said Perkins. "[We] didn't actually build the site and relied on someone else, which was a

great lesson. You have to know every aspect of your business." He added that your career should be your passion. "Success will follow if you enjoy what you do," he explained.

Levin believes success is all about finding your niche. "Anyone can get into real estate in so many ways," he said. "Find your niche, keep your blinders on and stick with it until it doesn't work for you anymore."

And that's exactly what they did. The two had worked for carpenters, and their family members were involved in real estate. They bought their first property in 2007, and shortly purchased two more. Then Levin got his real estate license in 2008. With the help of a private investor, Levin and Perkins acquired more properties, and their business exploded. They now own over 50 rental properties in the Twin Cities.

"We didn't have deep pockets," said Levin. "We got bank financing before that cut off. We didn't have money to buy 50 properties, but we developed a model



that works and found someone with deep pockets willing to invest. We showed him it could work. You have to do it one property at a time and make good by your investors. As long as they're happy, they'll do more business with you."

Their investor helped them to expand their business and got them connected with Magnetic Productions. They filmed a "sizzle reel" and began showing it to networks. HGTV bought a pilot episode in 2011, and one month later, the network purchased seven more episodes to complete an entire season. Filming for *Renovate to Rent* began in late 2012 and lasted six months. They filmed five to six days a week, and about eight hours of footage represented five minutes of actual show time.

The cameras took some getting used to, but it sets their rental properties apart from anything else in the area.

"When I'm showing tenants a place and cameras are there, it increases the appeal," said Levin. "It makes it easier to advertise and rent these places. People see it's an HGTV home and think it's awesome."

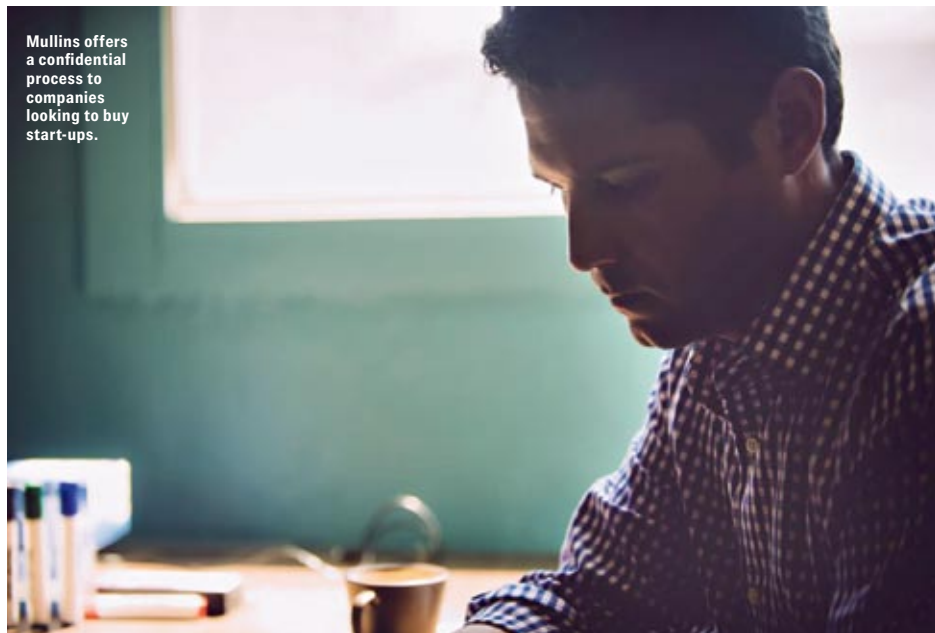
When asked what the SigEp experience did for them, Levin and Perkins noted how it created lasting bonds and strengthened their relationship.

"Danny and I might not have been able to cultivate our relationship as much without the experience of living together and being SigEp brothers," said Levin. "I'm sure it helped in our business relationship down the road."



PHOTO COURTESY OF STAR TRIBUNE, MINNEAPOLIS, ST. PAUL, 2013

Mullins offers a confidential process to companies looking to buy start-ups.



Exitround offers staying power for start-ups

By KEVIN LYNCH, Maryland-College Park '08

Jacob Mullins, Yale '05, built his company to fill a gap he saw in the marketplace: a successful, confidential sale of a start-up. His company, **Exitround.com**, brokered its first sale in July.

After college, Mullins returned home to the San Francisco Bay area to begin working in the tech industry. While at Yale, he formed a nutritional supplement company with a classmate. This company was labor and product intensive, and it gave him a newfound appreciation for the simplicity and scalability of a software or internet-based company.

Mullins said being a founding member at our Yale chapter was instrumental in his success. As vice president of recruitment he learned the importance of finding quality partners. Also his alumni mentor, **Bill Tragos, Washington in St. Louis '56**, pushed him to be tenacious and reject mediocrity for himself and his recruits.

After a short time at startup and venture capital blog **VentureBeat.com**, Mullins moved to Microsoft's BizSpark division, which focused on small and emerging companies. That gave him the corporate exposure he needed to work on the investment side of the start-up equation.

Mullins went to Shasta Ventures, where he saw the dynamics of the venture capital

market, where start-ups face limited options after exhausting their initial capital. They could raise more capital, go out of business or be acquired by a larger company with more capital resources.

In the case of acquisitions, a large company would decide to acquire a company in a particular field, create a list and approach prospects confidentially, one at a time. Mullins said the key to the tech industry is networking, but the acquisition

process requires confidentiality. He identified a gap in the market—a third party must insulate the companies, while allowing them to connect and discuss terms.

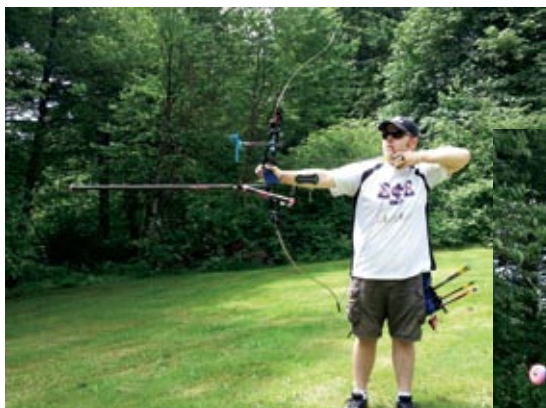
From this, the entirely web-based marketplace, Exitround, was born. The company provides start-up founders potential acquisition allowing them to focus on building the

best possible product. Exitround provides a confidential place to meet.

Mullins said he knew there were few resources available on this process, and he sees his new company as a way to avoid reinventing the wheel. To that end, he asked a group of CEOs, merger and acquisition professionals, attorneys, bankers and others to work with Exitround to make this process smoother and easier.



Jacob Mullins, Yale '05



Archer and Olympic hopeful shoots for his dream

By **MICHAEL MCDOWELL**, Nevada-Reno, '03

Brandon Tenner, Michigan Tech '05, was born into an archery family and won his first archery competition at age 5. About 13 years ago, a family friend suggested shooting with an Olympic recurve bow. This bow is more challenging to use, but it intrigued Tenner because mastering it could make Olympic competition possible (the recurve is the only bow allowed in the Olympics).

The recurve bow required considerable practice time, but Tenner found a way to master the complex bow in spite of the obstacles. One obstacle was the weather—he was living in Houghton, Mich., where the average annual snowfall is more than 200 inches (third most in the United States). In 2004, Tenner attempted to qualify for Olympic trials but fell just short of the mark.

In a perfect story, Tenner bounces back and qualifies during the next Olympic trial. However, as it usually does, life has other plans. Tenner graduated

college and moved to Oregon to work as a graphic designer. His once beloved bow was placed in storage to collect dust. Not until 2011 did Tenner pick up his bow again. Drawing inspiration from his wife and his Fraternity brothers, he revived his Olympic dream.

Tenner recalls relentless support from brothers like **Jonathan DeCleene, Michigan Tech '07**, who traveled to numerous tournaments and encouraged Tenner to pursue his goal. Brother **Tyler Wenzel, Michigan Tech '06**, always believed in Tenner's ability to make the Olympic team and even custom painted some bows so they would stand out from the competition.

"I promised him I would take the bows to the Olympics when I make it," said Tenner, "and I plan on keeping that promise."

Sadly, Tenner recently lost both brothers, DeCleene to cancer and Wenzel to a traffic accident. But he found even more

encouragement from another brother—**Justin Fitch, Michigan Tech '04**. A year ago, Fitch was diagnosed with colon cancer at the age of 30. Fitch decided to fight the cancer with every ounce of his being. His strength and determination inspired Tenner, who hoped to exemplify strength and determination in his quest for Olympic qualification. In turn, Tenner supported Fitch by helping him spread the word about Viva la Cure, an organization to spread awareness of cancer to young people. He created customized archery gear to raise both money and awareness.

Drawing strength from his Fraternity brothers, wife and family, Tenner has been back on the fast track toward his Olympic dream. An Olympic training schedule is tough to maintain with all of the other responsibilities in his life, but he knows that excellence comes through diligence. Tenner admits there are plenty of times that he gets home from a long



Brother inducted into Teacher Hall of Fame



Tenner has to be diligent to carve out enough time for work, family and target practice. But a looming opportunity in the 2016 Olympics has helped him zero in on his goal.

day of work and wants to simply relax. While that's tempting and certainly deserved, he knows that hard work is the path to his goal.

"Once I get out to the archery range and put in my practice time, I'm glad I didn't take the easy way out," explained Tenner.

Tenner continues to compete in national tournaments leading up to major qualifying tournaments in the spring.

He recently took first place in his Adult Male Freestyle Limited Recurve class at the Field National Archery Association Marked 3D Championships. He also won third place at the National Field Archery Association Outdoor National Championships.

He has his sights set on the 2016 Olympic trials, and his performance to date indicates he'll be in position to qualify. Armed with diligence and supported by brotherly love, he is sure to stay on target.

"Forget mistakes. Forget failures. Forget everything except what you're going to do now and do it."

~ WILLIAM DURANT

By JOSHUA GUTIERREZ,
California-San Bernardino '09

To receive the Missouri Educator of the year award, Darryl Johnson, Northwest Missouri State '91, sat before the award panel prepared to list his teaching accomplishments. Then a panelist threw a curveball, "What has been your biggest failure in the classroom?" she asked.

We are accustomed to stories that praise personal achievement and mourn failure. Johnson, who is one of only five teachers in the nation to enter the 2013 class of the Teacher Hall of Fame, interprets his failure differently.

"I remember when she asked that question," Johnson noted, "and I immediately thought of this student who I shamed only because I wanted to show my power and control in my classroom."

That story reminded me that I don't believe in the motto: 'failure is not an option'. Without that failure, I would've never known success."

Growing up in Port Washington, Wis., Johnson considered the military, but after a push from his mother, he decided to attend Northwest Missouri State.



The Johnson family, Darryl, Jake, Renee and Emily, smile to reflect the auspicious occasion.



He befriended a SigEp and joined. Although he walked in with preconceptions about the Fraternity, Johnson quickly realized the SigEp difference.

"I was accepted immediately and never felt like I had to conform," Johnson said, "I only felt like I had to live up to the ideals of SigEp, which are moral and ethical laws every person should live under."

In SigEp, Johnson found his path to leadership in the model his brothers set for him.

"I paid attention to how older SigEps handled their leadership roles. I listened and observed how they communicated, and it was a huge reason I gained the confidence I have today.

"More than anything, it helped me with my communication skills, which ultimately have made me a better teacher," he said.

Johnson was drawn to teaching after observing a remarkable English professor who showed him the importance of high expectations. Although he's met with the U.S. Secretary of Education and been commended often for his work, Johnson has stayed at the school he's taught in for the past 19 years.

His thoughts on teaching? He recalled a student he struggled with early on. "I remember that student told me, 'If teachers obviously don't care about teaching, I see no reason to care about learning.' Caring has been the cornerstone of my teaching career."



Check out varsity athletes online

View a list of varsity athletes at chapters across the nation at www.sigep.org/varsityathletes.

“Live as if you were to die tomorrow. Learn as if you were to live forever.”

~ MAHATMA GANDHI

Stevens Tech valedictorian excels in academics, sports and career launch

By TYLER MANOUKIAN, Massachusetts '13

“Failure wasn’t an option. I was confident I would succeed and put in the work to make it happen, although sometimes it definitely was not easy.”

Brad Warren, '13, just graduated from Stevens Institute of Technology as valedictorian of his class, earning his bachelors and masters in computer science with a 4.0 GPA.

Throughout college, Warren was a “work first, play later” type. He constantly challenged himself. “I have very high expectations for myself,” said Warren, who also took classes in mathematics and financial engineering, as he “set goals and committed to following through on the steps to achieve them.”

Warren was also dedicated to his collegiate sports, playing on two varsity teams—baseball and wrestling. His passion though, is wrestling, and he spent his entire collegiate career on the mats. While in season, he trained once or twice per day.

“Sports have taught me much

about discipline, mental toughness, and performing under pressure. In addition to academics, they have helped to make me a balanced man,” said the self-motivated Warren.

Life as a SigEp

Warren wasn’t a very social person when he began his college journey—he kept to himself most days while focusing on his academic and athletic training. However, he acknowledges that a great deal of his growth and maturity spring from his membership in Sigma Phi Epsilon.

“I wouldn’t have a lot of the confidence, soft skills, or the friendships I do now,” said Warren of his time so far in the Fraternity. “Although I was hesitant at the time, joining SigEp was one of the best decisions I have made.”

These days, the chapter is more than just a fun place to relax and spend time with his brothers. Now it’s his home, he said. He rented an apartment in Hoboken, N.J., to be near his brothers who have yet to graduate, even though it means he’ll have a longer commute to work.



Brad Warren displays a few of his many talents. He keeps multiple goals aloft by managing his time and allowing his passions to fuel him.



Balancing everything at once

Warren struggled to balance his schedule, and soon his entire day was planned before the last one ended.

“I’d wake up at 5 a.m. for wrestling practice. Study, then go to class in the morning and afternoon,” said Warren. After classes, he would try to attend an event or meeting at the chapter house before resuming his work and going to bed.

Warren relied on his seasoned diligence to take over. “Basically I just look at it one class, one assignment at a time,” he said. “I never considered

grades when deciding on which courses to take. I always tried to take the classes that interested and challenged me.”

In his spare time, Warren enjoyed CrossFit, dancing and hip-hop. He even turned out a few dance moves during his commencement address. “I kept [the speech] entertaining, even dancing a bit, and everyone loved it,” he said.

Warren has landed a job as a quant, a financial analyst who evaluates market-trading conditions mathematically, at Morgan Stanley, a global financial services firm and market leader in securities,

asset management and credit services. He’ll be researching models and algorithms for market making and managing risk at the esteemed firm. He credits networking skills from his mentors for helping him land the job.

What would Warren say to others looking to accomplish a lot?

“Find what you love to do, and don’t settle for something less. Passion is important for achieving success and enjoyment, both in and outside of work. There will be hard work involved, but passion will drive you to persevere.”



Brett Perl enjoyed a proud moment when his work was acknowledged by Bill Clinton.

Building with Bottles: Brother aims to reduce unemployment for disabled Haitians

By SALVATORE MOSCHELLI, Lawrence Tech '00

300,000 dead. 1.2 million displaced from their homes. Not only did Haiti's 2010 earthquake cause long term damage and mass internal displacement, it also increased the number of disabled to nearly 10 percent of the population. Prior to the earthquake, the disabled had little choice for employment and were often relegated to begging in the street. Post-earthquake, in a country with over 40 percent unemployment, the disabled seem to have been even further marginalized in Port-au-Prince.

Brett Perl, Carnegie Mellon '15, an architecture major, set out to understand how the disabled can reengage and started a non-profit called Building with Bottles.

Building with Bottles is one of the most recent winners of the 2013 Resolution Fellowship Grant, bestowed by the Clinton Global Initiative. Bill Clinton's daughter, Chelsea Clinton, announced that Perl was a recipient of the grant. Perl received a monetary stipend and socially conscious global business mentors who will help him to grow and develop his non-profit.

Empty plastic bottles are discarded everywhere in Port-au-Prince. This overabundance of trash creates an opportunity to repurpose the plastic bottle garbage with a business model that generates ongoing employment for many disabled individuals or caregivers of disabled children, living in settlements for people who are displaced within their country.

The earthquake left millions without basic furniture, and most furniture is unaffordable for the majority of Haitians. Using discarded water bottles, a disabled person can create a modular stool using methods Perl developed. By providing those recently disabled with sustainable income from the sale of plastic bottle stools, they are able to feel successful and can care for their families. Imagine what Perl can do after he graduates.

Michigan senior honored with research fellowship

By MICHAEL SELBY, Eastern Michigan '02

Zachary Petroni, Michigan '13, was awarded the first-ever Raoul Wallenberg Fellowship, a \$25,000 award conferred by University of Michigan President Mary Sue Coleman this past spring.

The fellowship is named in honor of 1935 Michigan graduate Raoul Wallenberg. While attending Michigan, Wallenberg was recognized for his academic performance and his passion for studying other cultures and peoples. He left Ann Arbor determined to take an active role in the world. Ten years later, as a Swedish diplomat during World War II, Wallenberg coordinated the rescue of tens of thousands of Jews in Budapest. He disappeared after being arrested by Soviet authorities during the Siege of Budapest in 1945.

Petroni was selected for his plan to study wildlife conservation governance in Kenya. His research is designed to explore the ways in which different approaches to conservation affect indigenous populations.

Petroni's interest in conservation administration and its impact was stirred during an opportunity to study in East Africa in 2012. Petroni learned that policies and statutory initiatives designed to ensure that wildlife thrive often have unintended, even shocking, consequences. Petroni heard about an indigenous Maasai villager who was beaten by wildlife rangers when, as a boy, he accidentally herded his family's cattle into a newly designated wildlife area. Moved by these firsthand accounts, Petroni was compelled to act.

In speaking with *The University Record*, Petroni said, "The greatest lesson I've learned from Wallenberg is that one person can change the world for the better, regardless of his or her background, if only they are willing to put others first."

Petroni's research presents an opportunity to balance the importance of conservation efforts with those of the

affected local communities, including how local villagers can engage in preservation initiatives.

We are fortunate to have Petroni research new ways to safeguard wildlife and the lives of people in the region.



Zachary Petroni already sports the uniform of his next research project in Kenya.

Chapter News

Virginia Commonwealth charts again

By CLINT YEAMAN, Virginia Commonwealth '14

The long road to rechartering for the second SigEp chapter, originally founded in 1902, has led to success. After recolonizing in 2008, the Virginia Commonwealth SEC had its charter application approved and received its official charter on October 4, 2013.

Much of the chapter's success can be attributed to recruiting the right men. From fall 2010 to the present, the chapter's size has doubled from 32 to well over 60 men. Simultaneously, through strict accountability for academic standards, the chapter's GPA has risen each semester to reach its current mark of 3.16. Leadership is not confined to the chapter's work as nearly all brothers are also members of other campus student organizations; half hold leadership spots in other organizations. A remarkable four out of the past five VCU Homecoming Kings have been SigEps, a feat that is unmatched.

The chapter's growth and success has also benefitted from increasing alumni involvement as well as resources from the national Fraternity at Zollinger House, located only a few blocks from the school. Thanks largely to scholarships provided

by volunteers, four representatives went to the 2013 Conclave. Headquarters staff has held yearly recruitment workshops for the chapter's membership.

Other aspects of growth and achievement have occurred during the chapter's time as an SEC, including intramurals and philanthropy. SigEp has risen to prominence in intramurals in every sport, a further testament to the benefits of quality recruiting. They also hold a women's self defense class every year to teach women on campus to fight back against violence. The class is led by a former military serviceman and seventh degree black belt. The chapter also raised over \$2,000 for breast cancer awareness.

Virginia Beta is proud of its progress, and its future is even more promising. To sustain the chapter's success, officers plan to continue to encourage involvement in groups across campus as well as expand philanthropic efforts. A main avenue for Virginia Beta's future success is alumni relations. Every semester, new chapter alumni reengage and are eager to help the newly chartered chapter. With future fundraising efforts, the chapter has its eye on permanent housing in the coming years. Chapter leaders realize that obtaining a charter is not an endpoint, but a starting line for the future of Virginia Beta. The chapter is motivated to continue its rise to shoot for the Buchanan Cup in Nashville in 2015!



Virginia Commonwealth Chapter brothers gather at Zollinger House with Past Grand President Archie Yeatts, Richmond, '64, center. From left to right: Tim Sun, '15, Kevin Lane, '15, James Poole, '14, Clint Yeaman, '14, Yeatts, Josh Togger, '15, Caleb Massey, '14, Mark Sheeran, '16, Pouria Rahini, '15, Joel Antolijao, '16, and Thomas Vu, '13.



With only a mile between the campus and the National Headquarters, brothers can stop by any time. From left to right: Bryan Hood, '14, Sam Curtis, '14, Davon Williams, '15, Dheeraj Manjunath, '13, Javon Davis, '14, and Robby Pitt, '14.

Much of the chapter's success can be attributed to recruiting the right men.



Chris Costello, '14, was crowned 2013 Homecoming King, the fourth SigEp King at VCU in the past five years.



Alumni from the 1990s gather on stage at Tennessee Alpha's centennial celebration. Over 520 people attended the dinner on Saturday night at the Knoxville Convention Center.

Tennessee Alpha celebrates 100th anniversary

By **KELLY WILLIAMS**, Tennessee '92

Over 600 SigEps and guests gathered in Knoxville on April 11-13 as Tennessee Alpha held its Centennial Celebration.

The celebration started with a Hall of Fame Dinner, hosted by **Andy Stallings**, '66, and **Jim Ritts**, '66, and raised over \$8,000 for the Scholarship Foundation. During the busy weekend, the board of directors approved scholarships totaling \$43,000 for the active chapter as well as \$5,000 to support the Balanced Man Scholarship Program.

Friday morning, 15 teams of SigEp golfers organized by **Blake Dorsett**, '07, played at Egwani Farms, and the tournament raised an additional \$1,000 for the Scholarship Foundation. On Friday afternoon, over 80 alumni were present for the Ritual as the chapter initiated **Col. (Ret) Richard Burris** as a Renaissance brother.

On Saturday morning, over 170 SigEps and guests enjoyed a brunch organized by **Mark Sparkman**, '92. Brotherhood was the order for the day as the group renewed friendships and reminisced about old times.

For the signature event, over 520 SigEps and guests gathered at the Knoxville

Convention Center for a formal reception and dinner. Special guests included VIPs from the university, Headquarters staff, past regional directors, brothers from other chapters, Past Grand President **Steve Shanklin**, Murray State '70, and Grand President **Bert Harris**, Florida '74.

Kelly Williams, '92, served as emcee, **Gordon Goodgame**, '55, gave the invocation, and **Bill Reed**, '59, led the singing of the Anthem. The program included a video highlighting the first 100 years; a presentation of a special painting of our first initiate, **Jimmy Meaders**, 1913, by Brother **Bill Ewing**, '69; and the presentation of a certificate of appreciation by Chapter President **Wes Quarles**, '14, to the Georgia Tech Chapter for its role in Tennessee Alpha's founding in 1913.

Harris presented the chapter with a proclamation by the National Board of Directors as well as a personal gift of a large gavel commemorating the centennial. After the program, SigEps and guests danced late into the evening to cap off a fitting tribute to Tennessee Alpha's 100th anniversary.



Tennessee Alpha held an alumni brunch as a part of the centennial celebration weekend. Gloria and Bob Qualls, '60 (left), visit with Mara and Tom Givens, '61.



Tennessee Alpha held a golf tournament during its centennial celebration and sixty alumni played in the event which raised over \$1,000 for the Scholarship Foundation. Some of the SigEp golfers are pictured above.



SigEp celebrates 75 years at Muhlenberg College

By **JOSEPH W. LANGELLA JR.**, Connecticut '83

Pennsylvania Iota at Muhlenberg College celebrated its 75th Anniversary on April 13, 2013. Originally chartered in 1928, Muhlenberg hosts one of the original Tau Upsilon Omega chapters that merged with SigEp in 1938—and has since graduated over 1,000 SigEp brothers.

Attended by over 250 brothers and guests, some traveling from as far away as California, festivities began with an alumni welcome back barbeque at the chapter house. After brunch the next day, **Kevin Gibney, '01**, hosted an alumni/undergraduate career networking event that included a panel discussion with Muhlenberg SigEp alumni brothers **Benjamin DiLorenzo, '99**, **Neil Freedman, '06**, **Dr. Steve Weiner, '75**, and **Dr. Ralph Wolf, '75**.

A gala dinner celebration was emceed by **Ruben Ortiz, '00**, and included presentations from college faculty and officials such as Michael Bruckner, vice president of public relations at Muhlenberg. Grand Chapter officials including Regional Director **Dan Sullivan, WPI '12**, and District Governor **Joe Langella, Connecticut '83**, who presented an Anniversary proclamation from Grand President **Bert Harris, Florida '74**.

Roy Kehm, '50, was the chapter's oldest member in attendance. Special recognition was extended to **Rick Slimmer, '75**, the chapter's long-time AVC treasurer, and his wife, Nancy, for their tireless dedication for the last 35 years. The chapter named their scholarship for Outstanding Brother the Rick

Slimmer Outstanding Brother Award.

The Anniversary Committee was co-chaired by **Steve Dimirsky, '01**, and **Chris Titze, '00**, whose substantial planning and organizing efforts made the festivities memorable for all.



Top: Alumni and guests enjoyed an entire weekend of festivities at the chapter celebration. Somehow, they managed to get everybody in one photo! Above: Roy Kehm, greeted friends at the celebration.

SigEp at Southern Illinois-Edwardsville turns 40

By **CLIFFORD A. KINNUNEN JR.**, SIU-Edwardsville '81

In February 2013, Illinois Eta at Southern Illinois-Edwardsville celebrated the 40th anniversary of the chapter chartering February 10, 1973. The highlight of the Friday evening was a toss-up between the roving balloon artist who kept the undergrads entertained and the scrolling collection of archival photos which had all of the alumni asking "Remember when?"

On Saturday, alumni enjoyed a docent-guided tour of the historically significant Colonel Benjamin Stephenson House, which the chapter previously owned. It was purchased and restored to period authenticity by a historical society.

Saturday evening was the gala event—dinner and dancing at the local Hilton. Over 150 alumni, undergrads and guests attended. Evening highlights, aside from a lot of reminiscing, included the presence of six charter members, **Bruce Morgan, '74**, **Dennis Jolly, '73**, **Gary Forrester, '74**, **George Green, '75**, **Walter Grogan, '76**, and **William Shedd, '75**, meeting with two of the newest members—**Drake Mortimer, '16**, and **Dan Gray, '16**.



Above: AVC President Lyle M Ward, '72, addresses the celebration. The newest and most senior brothers closed the generation gap at the Saturday banquet.



District Governor **Brad Nahrstadt, Monmouth '89**, urged brothers to stay involved and become mentors to the chapter. Chapter President **Blake Cory, '14**, recapped recent chapter achievements, including twelve semesters over the all-male average GPA, nine for 12 over the all-campus average, two Chapter of the Year designations and a near sweep of the Greek Awards in 2012. Charter Member Jolly presented a history on the trials of forming the chapter 40 years ago.

The program was capped off by an overwhelming response to the

"Brotherhood Forever" campaign outlined by AVC President **Lyle Ward, '72**. Brothers pledged nearly \$40,000 to support the Balanced Man Scholarship. The new funding will create even more scholarships to offer incoming freshmen and undergraduates.



Chapter President Blake Cory

Academic All-Stars

Check out these academic statistics for our Fraternity. Is your chapter on the list? Is your chapter keeping up with Fraternity-wide averages? If so, congratulations! If not, raise your expectations.

SigEp's Top 25 GPAs:

SigEp honors these top 25 schools that have established a high bar for academic achievement for fall 2012. Congratulate them and emulate them!

RANK	SCHOOL	FALL '12 GPA	MANPOWER
1	Yale	3.64	89
2	Stanford	3.63	41
3	Dartmouth	3.61	99
4	Duke	3.53	71
5	Georgetown	3.52	86
6	American	3.51	68
7	Northwestern	3.51	75
8	Georgia RLC	3.50	134
9	Columbia	3.48	84
10	Cornell	3.48	69
11	Chicago	3.45	44
12	Indiana RLC	3.45	124
13	Montana State RLC	3.45	44
14	Ohio State RLC	3.45	138
15	Arizona	3.43	67
16	Washington & Lee	3.43	14
17	Case Western RLC	3.42	88
18	Johns Hopkins	3.41	69
19	Drexel RLC	3.40	78
20	Nebraska RLC	3.40	142
21	Toledo RLC	3.40	90
22	Maine RLC	3.39	67
23	Alabama	3.36	52
24	Baker	3.36	49
25	Bucknell	3.36	95
26	NYU	3.36	71

Italics – Sigma Epsilon Chapter
RLC – Residential Learning Community

Doing the math FALL 2012*

3.13 All-Member GPA
(230 chapters reporting)

3.23 All-RLC
Member GPA (47 chapters
reporting)

3.14 All-BMP Member
GPA (198 chapters reporting)

3.07 All-Pledging
Model Member GPA (32
chapters reporting)

54 of 205 chapters
reporting are **#1** on campus
(26 percent)

10 chapters are **below 2.6**

121 of 192 chapters
reporting all-campus average
were above it

* All GPAs are to the nearest hundredth of a point

Check out the Dubach Dean's list online

The Fall 2012
Dubach Dean's
List of all 121 SigEp
chapters with a
GPA above the all-
campus average is
available online at
[www.sigep.org/
academics/dubach.
html](http://www.sigep.org/academics/dubach.html).



27 exceed all-campus average by .25 or more

CHAPTER	FALL '12 GPA	ACA	ABOVE ACA	2012 MANPOWER
1 Toledo RLC	3.40	2.73	0.67	90
2 Montana State RLC	3.45	2.85	0.60	44
3 Arizona	3.43	2.94	0.49	67
4 Nebraska RLC	3.40	2.92	0.48	142
5 Central Arkansas	3.21	2.80	0.41	89
6 Ohio State RLC	3.45	3.05	0.40	138
7 Virginia Commonwealth	3.13	2.73	0.40	51
8 Murray State	3.28	2.92	0.36	73
9 Georgia Southern	3.11	2.75	0.36	30
10 Davis & Elkins	3.19	2.84	0.35	12
11 Dayton	3.16	2.81	0.35	90
12 Cincinnati RLC	3.28	2.93	0.35	125
13 American	3.51	3.17	0.34	68
14 Indiana RLC	3.45	3.12	0.33	124
15 Maine RLC	3.39	3.06	0.33	67
16 Wichita State	3.26	2.95	0.31	42
17 Alabama	3.36	3.06	0.30	52
18 North Dakota RLC	3.28	2.98	0.30	44
19 Nebraska-Omaha	3.27	2.97	0.30	52
20 Western Kentucky	3.06	2.77	0.29	33
21 Huntingdon	3.04	2.75	0.29	26
22 Northern Kentucky RLC	3.18	2.90	0.28	71
23 Georgia RLC	3.50	3.23	0.27	134
24 South Dakota State	3.30	3.03	0.27	40
25 Mississippi State	3.16	2.89	0.27	100
26 Monmouth RLC	3.05	2.79	0.26	35
27 Arkansas Tech	3.10	2.85	0.25	55

Italics – Sigma Epsilon Chapter
RLC – Residential Learning Community

Top 5

chapters in each SigEp region

For the Fall 2012 semester, 121 of 192 chapters reporting hit this mark. Chapters are grouped based on their region of the country. The top five chapters in each region, ranked based on how much they exceed their ACA, are listed here. The complete Dubach Dean's List of chapters above their ACA is available online at www.sigep.org/academics/dubach.html.

Region 1

9 out of 13 schools above ACA, Region GPA of 3.32

REGION ONE CHAPTERS	GPA	ABOVE ACA	RANK ON CAMPUS	MAN-POWER
Maine RLC	3.39	0.33	1/17	67
Rutgers	3.16	0.15	9/30	52
Dartmouth	3.61	0.12	1/15	99
Quinnipiac	3.30	0.10	1/5	105
Stevens Tech RLC	3.33	0.07	4/20	89

Region 2

14 out of 24 schools above ACA, Region GPA of 3.19

REGION TWO CHAPTERS	GPA	ABOVE ACA	RANK ON CAMPUS	MAN-POWER
Virginia Commonwealth	3.13	0.40	1/13	51
American	3.51	0.34	1/14	68
Drexel RLC	3.40	0.20	2/13	78
Christopher Newport	3.11	0.16	2/7	80
Delaware	3.20	0.14	2/18	99

Region 3

15 out of 22 schools above ACA, Region GPA of 3.14

REGION THREE CHAPTERS	GPA	ABOVE ACA	RANK ON CAMPUS	MAN-POWER
Georgia Southern	3.11	0.36	1/15	30
Georgia RLC	3.50	0.27	1/26	134
South Florida RLC	3.08	0.17	1/12	85
Barton	2.94	0.14	2/3	28
Tampa	3.21	0.14	2/7	33

Region 4

14 out of 21 schools above ACA, Region GPA of 3.10

REGION FOUR CHAPTERS	GPA	ABOVE ACA	RANK ON CAMPUS	MAN-POWER
Toledo RLC	3.40	0.67	1/10	90
Ohio State RLC	3.45	0.40	1/34	138
Davis & Elkins College	3.19	0.35	1/1	12
Dayton	3.16	0.35	3/8	90
Cincinnati RLC	3.28	0.35	1/18	125

Region 5

9 out of 19 schools above ACA, Region GPA of 2.95

REGION FIVE CHAPTERS	GPA	ABOVE ACA	RANK ON CAMPUS	MAN-POWER
Murray State	3.28	0.36	1/12	73
Alabama	3.36	0.30	1/26	52
Western Kentucky	3.06	0.29	2/19	33
Huntingdon	3.04	0.29	2/3	26
Mississippi State	3.16	0.27	1/19	100

Region 6

13 out of 22 schools above ACA, Region GPA of 3.12

REGION SIX CHAPTERS	GPA	ABOVE ACA	RANK ON CAMPUS	MAN-POWER
Indiana RLC	3.45	0.33	1/30	124
Monmouth RLC	3.05	0.26	2/5	35
SIU-Edwardsville	3.03	0.20	1/6	60
Illinois RLC	3.33	0.18	4/45	176
Evansville	3.26	0.18	1/6	46

All data reflects the Fall 2012 semester.



Athletic

Conference breakdown

This chart pits different athletic conferences against each other. It displays which conferences are contributing the strongest grades and highest manpower across the country. We also recognize the school in each conference that has the highest overall GPA and which is highest above their ACA.

Many schools have switched athletic conferences over the last year. These groupings are based on the 2011-12 basketball season.

Conference	# of Schools	Conference GPA	Total Manpower	Highest above ACA	Highest GPA
Ivy	5	3.50	406	Dartmouth	Yale
University Athletic	6	3.31	368	Case Western RLC	Chicago
Patriot League	3	3.37	221	American	American
Big Ten	12	3.26	1319	Nebraska RLC	Northwestern
Pacific 12	11	3.14	725	Arizona	Stanford
Southern	4	3.18	223	Georgia Southern	Elon
Atlantic 10	9	3.19	526	Dayton	Saint Louis
Big East	10	3.22	700	Cincinnati RLC	Georgetown
ACC	10	3.19	679	Georgia Tech RLC	Duke
Mountain West	5	2.96	491	San Diego State RLC	San Diego State RLC
Conference USA	7	2.96	263	Memphis RLC	Tulane
Big 12	10	3.13	1079	Oklahoma State RLC	Texas Christian RLC
Missouri Valley	8	3.15	491	Wichita State	Creighton
Colonial	6	3.17	394	Drexel RLC	Drexel RLC
Mid-American	8	3.10	262	Kent State	Kent State
Big Sky	5	3.15	217	Montana State RLC	Montana State RLC
SEC	11	3.00	1058	Alabama	Georgia RLC
Southland	3	2.85	139	Central Arkansas	Central Arkansas
Ohio Valley	9	2.92	500	Murray State	Murray State
Big West	6	2.97	274	California-Davis	California-Davis
Sun Belt	5	2.87	202	Western Kentucky	Western Kentucky



REGION SEVEN CHAPTERS	GPA	ABOVE ACA	RANK ON CAMPUS	MAN-POWER
Nebraska RLC	3.40	0.48	3/25	142
Nebraska-Omaha	3.27	0.30	1/4	52
Michigan Tech	3.06	0.23	2/13	49
Saint Louis	3.33	0.16	1/9	115
Central Missouri	2.92	0.14	2/12	27

Region 7

13 out of 22 schools above ACA, Region GPA of 3.12

REGION EIGHT CHAPTERS	GPA	ABOVE ACA	RANK ON CAMPUS	MAN-POWER
Central Arkansas	3.21	0.41	1/6	89
Wichita State	3.26	0.31	1/8	42
Arkansas Tech	3.10	0.25	1/7	55
Oklahoma State RLC	3.13	0.24	7/22	123
Kansas State	3.12	0.18	7/25	86
Texas Christian RLC	3.26	0.18	3/11	140

Region 8

12 out of 17 schools above ACA, Region GPA of 3.06

REGION NINE CHAPTERS	GPA	ABOVE ACA	RANK ON CAMPUS	MAN-POWER
Montana State RLC	3.45	0.60	1/7	44
North Dakota RLC	3.28	0.30	1/12	44
South Dakota State	3.30	0.27	1/6	40
Oregon State RLC	3.16	0.23	2/18	120
Eastern Washington	3.22	0.17	1/9	56

Region 9

11 out of 14 schools above ACA, Region GPA of 3.15

REGION TEN CHAPTERS	GPA	ABOVE ACA	RANK ON CAMPUS	MAN-POWER
Arizona	3.43	0.49	1/24	67
California-Davis	3.15	0.22	2/20	51
San Diego State RLC	3.07	0.20	2/11	185
California-Riverside	2.99	0.18	N/A	59
Fresno State	3.03	0.13	1/12	72

Region 10

10 out of 17 schools above ACA, Region GPA of 3.09

How SigEp can change the face of fraternity AGAIN

In 1992, SigEp launched the Balanced Man Program which, among other changes, removed pledging from the undergraduate experience. Two decades later, SigEp is the strongest it's ever been. With an all-time high GPA of 3.15 and more undergraduate brothers than any other national fraternity, the virtues of the BMP have been praised across the Greek and higher education communities. Other fraternities are mirroring SigEp's approach—launching and perfecting their own versions of the BMP. Meanwhile, SigEp continues to refine the program for a singular purpose: adapting to the changing needs of today's college male.

On the following pages, we share the perspective from one campus that has taken a very public stand on how Greek life needs to evolve, Cornell. And in *Career Crusaders*, you will see how two alumni have answered the need for helping brothers compete in their careers. We also look at today's college man, the Millennial Male, to understand the unique challenges he is facing. These articles illuminate the landscape of education today and SigEp's ongoing pursuit to reshape fraternity AGAIN.



Cornell leads the way for universities in evolving Greek life

Cornell University's president, David Skorton, took a bold and public stand when he called for "an end to pledging as we know it" in a 2011 *New York Times* op-ed article. The message was clear: if the Greek system was to survive at Cornell, it would need to find a new way of doing business. The call to action followed the alcohol-fueled hazing death of Sigma Alpha Epsilon sophomore George Desdunes.

Having seen the progress made by SigEp's Balanced Man Program and similar efforts by other national fraternities, universities like Cornell are expecting more from Greek life.

Since then, Dr. Susan Murphy, Cornell vice president for student and academic services and coauthor of the recent *USA Today* editorial, "Hazing is never OK," has continued to make headlines with her proactive, no-nonsense approach to saving the Greek system.

Dr. Murphy is quick to say that things need to be better at Cornell, but she believes in Greek life. Through her involvement as a sister at Pi Beta Phi's Cornell chapter, she's felt the positive impact of Greek organizations, and she is committed to helping them improve. Her staff members are rolling up their sleeves to help undergraduates, alumni and many national headquarters lead change similar to that championed by SigEp in the early 90s. The Fraternity needs the support of universities like Cornell to seed long-lasting change. SigEp's CEO **Brian C. Warren Jr.**, visited with Dr. Murphy to discuss Cornell's changing culture and how SigEp can continue to lead.



The Cornell campus

BRIAN WARREN: Thanks so much for talking with me today, Dr. Murphy. What led to the decision in 2011 to initiate this process of ending pledging as we know it?

DR. MURPHY: It was a student death. It's a very simple answer. We had a student in SAE (Sigma Alpha Epsilon) die from freshmen hazing the upperclassmen. They left him lying on his side, and he died from an alcohol overdose. But it would be silly and irresponsible of me to say, "Well, that only was a problem at SAE at Cornell."

BW: So this was systemic.

SM: That particular event was an SAE problem. But you and I both know, *"there but for the grace of God would go"* many other organizations. The president [Skorton] said, "We have to look at this beyond just the individual chapter, and I want there to be changes." His challenge to the Cornell students: "You're at an institution that believes we're educating the leaders of tomorrow. Lead on this effort. There is no place for hazing to exist in a membership organization." There's just no reason for it. There's no reason for your new members to feel demeaned before they can be considered full members. So that's the systemic aspect.

BW: I often hear that the goal of a rite of passage is to build a strong brotherhood and develop strong relationships. How do you feel that the strongest relationships are developed?

SM: When I think about my closest friends in the world, we didn't become close friends because one of them was a year older and beat me up until she deemed I was equal to be a sister. It's because we spent hours together talking about life, doing fun things, playing sports, and we discovered we had a lot to share in life, and a huge amount of respect for one another. There was nothing about demeaning me or my having to prove that I was worthy of her granting me sisterhood.

BW: I think this is probably the exact conversation we had at SigEp when we started to develop our Balanced Man Program, that strong relationships are built on positive experiences, not ones that are based on hazing, alcohol abuse or drug abuse.

How receptive are organizations on campus to current efforts to end pledging as we know it?

SM: All 65 of our chapters are not in the same place, but I just spoke with a chapter president who was pretty unhappy last spring with what we were saying had to happen. He shared that he spent over 45 hours this summer with his alumni president completely revamping the new member program. His national staff is so excited that they want Cornell to be the leading chapter for change across their national structure. That's music to my ears.

BW: Absolutely. That would thrill me too. What's been the hardest part about changing the Cornell culture?

SM: Many of them just don't want to go through the energy of figuring out how to change. They want to just take the rule books that they had last year and just do it again.

BW: If you could snap your fingers now and change one thing on the Cornell campus, what would you address?

SM: Alcohol abuse, because most of the other misbehaviors are a function of there being too much consumption of alcohol. Students end up engaging in behavior that, when they're sober, they would not do nor tolerate. I don't mean by that being teetotaling at all. But I would like them to learn, if they're going to choose to drink, to do it at a level of responsibility so it does not impair their judgment.

BW: What can SigEp do to help contribute to the larger effort of culture change?

SM: Part of it is getting the alumni to acknowledge that change is happening. There were things that happened in the 60s and the 70s and were considered okay that, today, aren't okay. A fraternity or sorority system or individual chapter exists because it's making a difference in the lives of students on campus today, and our job as alumni is to support that.

BW: If you could send one message or charge our undergraduates to do one thing, what would that be?

SM: Give your university or your organization a reason to be your advocate. Take your core values about scholarship, service, and leadership, and live them, and demonstrate them on your campus and in your community.

BW: How would you challenge alumni?

SM: The Greek system exists not for us as alumni. It exists because it's making a difference in the lives of our students while they are students. We happen to have the benefit of a lifetime commitment with this organization. That's one of the privileges and the responsibilities that comes with it, but a Greek system or individual chapter exists to make a difference in the lives of students on campus, and we need to support that.

BW: Thank you so much, Dr. Murphy. I really appreciate your time.

SM: You are welcome. You guys are vital partners, and we can't do this alone at Cornell. SigEp can't do it alone as an individual chapter, so we need to figure out a way to work together.



Brian C. Warren Jr.



Dr. Susan Murphy

Career Crusaders

The Crisis

A chorus of concern seems to be coming from business leaders around the United States. It's a familiar refrain heard throughout the conversations of professionals and hiring managers in every line of business. It has everything to do with SigEp—college students are not prepared for professional life.

Competition for jobs is higher than ever, and the overall outlook is bleak. More students are going to college each year, while the national unemployment rate sits at 7.3 percent in August, 2013. For that same month, 14.4 percent of young men ages 20-24 were unemployed according to the Bureau of Labor Statistics. Studies from the Economic Policy Institute also indicate that college grads will earn less over the next 10-15 years than they would have pre-recession.

A survey by national recruiting firm Adecco indicates that a staggering 66 percent of hiring managers do not believe graduates are prepared to enter the workforce after college. Fifty-eight percent said they plan to hire no entry-level college grads whatsoever.

This outlook begs the question: what is SigEp doing to ensure its brothers are prepared?

By TYLER BOGGESS, Drake '10

A group of New York City area alumni recently asked that question, and others, related to the professional development of SigEp undergrads. Adam Seiber, Murray State '02, and Richard Podos, NYU '85, started their conversation at a Life After College program in Spring 2012.

Life After College is a national program geared toward prepping men for next steps post-graduation. "We were getting ready to give a talk about LinkedIn and using the SigEp network, and we saw guys in mismatched clothes, carrying shoddy resumes, not able to articulate why they deserved a job," said Podos. Seiber added, "Richard and I looked at each other and realized this thing was a bigger challenge than we knew."

Looking closer at our chapters, they saw more of the same. "We realized we had a lot of work to do," said Podos. A general lack of understanding defined the image of most graduating seniors in the minds of Seiber and Podos, both successful real estate investors in New York City.

"Unfortunately, that's the common

refrain coming from business people. Guys aren't prepared," said Podos. "And unless you have a job already lined up coming out of college, you're in a very tough spot."

The relevance of career development to SigEp

For Seiber and Podos, the need for this effort is rooted deeper than just finding SigEp jobs. Improving the way SigEp fosters career development is integral to retaining upperclassmen, engaging young alumni, and re-attracting alumni who are 20-30 years out of school. For example, Podos said, "I am proud to serve as a chapter counselor, but SigEp is leaving a lot of talent on the shelf if we don't expand our appeal—career development is the natural space in which to do that."

"I used to be a SigEp...how often do you hear that?" said Podos. In fact, fewer than one percent of living SigEp alumni are actively involved or engaged with the Fraternity in some way. "If we can get that changed, we can make some real progress," added Seiber.



Retaining juniors and seniors is also a major hurdle that all fraternities are facing. "We've been discussing the retention issue for years, and no one has quite solved it," said Seiber. SigEp sees a drastic decline in upperclassman membership each year. Of its approximately 16,000 undergraduates, only 6,900 are juniors or seniors.

"How many chapters are out there touting the SigEp network in recruitment?" asked Podos. "Career development is a way we can deliver on promises made early on in a members' experience." And what better way to retain juniors and seniors than to offer access to a network and development opportunities that translate into jobs?"

Seiber believes career development is key to SigEp remaining relevant. "How often have we talked about, or preached, that if fraternities don't change they're going to die?" said Seiber. "Career development is the way we change. It's a way that other people can look in and say, 'There's a value proposition here.'"

Long-time volunteer and former SigEp staff member Adam Seiber has made it his business to help SigEps in their careers. He talks with another 2013 Conclave attendee and most likely had some pointed advice about getting on an employer's radar.

“You can’t build a reputation on what you are going to do.”

~ HENRY FORD

postings, make up some of the content in the Seiber and Podos career development presentation. They also include ways chapters can start incorporating career development in their member development program.

Seiber and Podos, along with other interested alumni, eventually developed a thesis: “SigEp should be a major driver of career development to help get deserving brothers jobs where they want.”

Podos has built his SigEp network into over 500 connections, actively posting and interacting with SigEps on LinkedIn. Then, something interesting happened. “In two separate ‘batches,’ one in November 2012 and the other in June 2013, a large number of seniors personally reached out to me on LinkedIn,” said Podos. “They were either going home for the holidays or graduating, freaking out because they didn’t have jobs and had done no career development.”

Seiber and Podos see this as another example of the urgent need for career development through SigEp.

continued

The power of LinkedIn

Building on their conversation in the spring of 2012, Seiber and Podos began delivering a series of career development sessions at New York- and Philadelphia-based chapters, including NYU, Stevens Tech and Villanova. “We wanted to get out there and just start doing something,” Podos said.

The presentations focused on the simple things guys could do to utilize the SigEp network and eventually get a job. A lot of it begins with LinkedIn.

LinkedIn was a big jump starter for Podos and the career development effort. “I kind of got obsessed with LinkedIn for my company, Lance Capital. I saw more and more SigEps popping up at major companies.”

Podos eventually discovered that there are over 50,000 SigEps on LinkedIn, and those are just the ones we know about. Over 4,500 SigEps are represented at 180 of the nation’s top corporations. The statistics include over 170 SigEps

at Bank of America and over 100 at each of Deloitte and General Electric.

This information, along with specific action steps to utilize LinkedIn, like advice for joining groups and drafting

Seiber, right, and Podos volunteer together for SigEp and work together at Lance Capital.



Number of SigEps employed by major corporations



Financial Services

Bank of America Merrill Lynch	163
Wells Fargo	159
JPMorgan Chase	140
Northwestern Mutual	79
Morgan Stanley	66



Tech / Info / Media

AT&T	85
IBM	72
Oracle	70
Microsoft	68
Verizon	58



Other

GE	106
Lockheed Martin	50
Boeing	39
CB Richard Ellis	35
Siemens	26



Consulting / Accounting / HR

Deloitte	110
PwC	102
Accenture	87
Ernst & Young	78
KPMG	58



Medical / Health

Cerner	40
Medtronic	35
Merck	28
Wellpoint / BCBS	23
Abbott Laboratories	20



Retail

Target	54
Abercrombie & Fitch	22
Macy's	22
Best Buy	21
Walmart	20

Data as of August 2013

The effort grows

The effort in the Northeast got noticed in chapters as far as Florida. **Robert Grimal, Florida International '13**, saw what Seiber and Podos were doing on LinkedIn and asked Podos if he could adapt their presentation content to deliver to his own chapter.

"I saw such a problem with the way we utilized, or didn't utilize, our alumni," Grimal said. "I delivered the presentation, and I had about 55 LinkedIn connection invites the next day." He also gave the presentation to about 20 potential new members, all of whom joined the chapter.

Grimal credits the presentation for sparking a wake up call in his chapter. "We were so used to asking the alumni for material things like money or new furniture," he said. "Now we ask them for their knowledge and connections to the professional world."

Through Grimal's efforts, the chapter has incorporated career development into its Phi Challenge, and makes alumni a part of everything they do. "We invite alumni to our philanthropies or just out to eat. They want to be a part of it and get to know us," he said.

Concept: "Reference-ability"

Another major driver in the need for career development is a concept Seiber and Podos call 'reference-ability.' The idea

is that the vast majority of alumni will not simply give you an internship or job just because you are a SigEp.

"Someone who your audience cares about has to know you and recommend you," said Podos. "No one will put their personal reputation in jeopardy if they don't somehow trust that you'll do a good job."

They've even added to an age-old phrase—it's not what you know, but who you know...*and what they know about you.* This amplifies the need for undergrads to have results and experiences that they can speak to, with trusted alumni there to vouch for them.

What you can do

"We're positioned better than any other fraternity to make career development happen," said Seiber. "Number one, we're huge. In addition, countless alumni leaders at the local and national level over the years have done the hard work of reconnecting SigEp with its values after a period during which most, if not all, fraternities struggled to live up to them. So, we've set ourselves up to tackle the challenge."

So what can you do now as an undergraduate, volunteer or interested alumni?

According to Seiber and Podos, it's as simple as starting the conversation in your chapter about career development. "Put it on the agenda," said Seiber.

"Undergrads and alumni should first answer the question: 'how can we help?'"

Making career development a regular part of Alumni and Volunteer Corporation meetings, member development planning and conversations with alumni will plant the first seeds.

"Start recruiting people outside the chapter," said Podos. "Build an appetite for this within your chapter."

Podos has seen the potential on a national level. "By virtue of the large SigEp network, we have performers. We are everywhere. We just have to find a way to tap into them on behalf of the undergrads," said Podos.

This topic is important to Seiber and Podos, because it is such an integral part of the way SigEp moves forward.

"To me, SigEp is a way to change the lives of tens of thousands, hundreds of thousands of men. We absolutely need career development in SigEp, because it's a way you can change the course of our entire society and country for the better," said Podos.

Added Seiber, "For SigEp, getting rid of hazing was the biggest insight in a long, long time. This is the next one. We can completely redefine it, again, if we tap into our collective potential."

The army of career crusaders is growing. If you want to be a part of this mission, go to **LinkedIn.com**, search for Sigma Phi Epsilon Official, and post a message to these brothers.

Maximizing millennials

The who, how and why of managing gen y

Who are millennials?

80 million

young adults born between
1976 and 2001.

BY 2014,

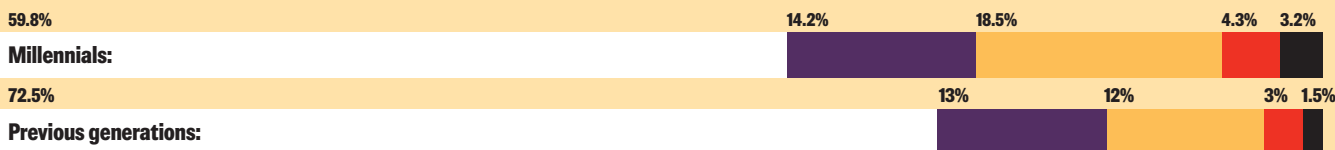
36% of the U.S. workforce will be comprised of millennials.

BY 2020,

46% of all U.S. workers will be millennials.

Millennials are the most diverse generation

White Black Hispanic Asian Other

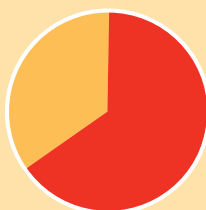


Why does your company need them?

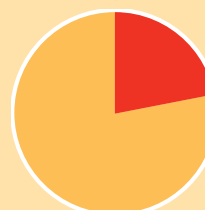
Millennials want to learn and grow with you



52% said opportunities for career progression made an employer attractive.



65% said the opportunity for personal development was the most influential factor in their current job.



22% saw training and development as the most valued benefit from an employer.

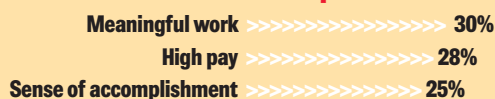
Millennials can be a social media megaphone for your company



Friends of fans represent a set of consumers **34 times larger** than fans themselves. Having employees who are more active on Facebook can greatly increase your digital reach.

Millennials are motivated by more than money

Job factors valued as important



1 in 3 millennials said he/she would prioritize social media freedom, device flexibility and work mobility over salary in accepting a job offer.

How to keep them at your company?

Organizations will need to recognize the priority millennials place on flexibility and fulfilling social needs at work, while at the same time setting realistic expectations of career paths and advancement opportunities.

43% felt extremely or very confident that they could find another job if they lost or left their current one.

70% of them are planning to change jobs once the economy improves.

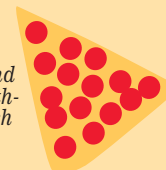
Flatter them

This generation prefers on-the-spot recognition to traditional performance reviews. A whopping **80%** of millennials said they would rather receive feedback in real time, not to mention frequent check-ins to keep a pulse on progress.

Motivate them

Motivation of millennials will require coupling structured assignments and frequent feedback with opportunities to learn, grow and contribute in meaningful ways.

Millennials want a work environment that is comfortable and inspires them to contribute without fear of being criticized, such as one that has "pizza party" lunches or offers time off for a job well done.



SigEp and the Millennial Male

By SHANE P. MCKEE, Ph.D., Washington State Renaissance

The vast majority of the college men I encounter are good and decent guys who can simultaneously represent the negative extreme. They make good grades, they are involved on campus, and they are scholars in their field. But these same guys also let loose by drinking in excess, hooking up, engaging in risky behavior, and playing video games for hours on end.

They live dual lives—their academic life and their social life. They live dual masculinities—the harder more destructive masculinity they perform to gain respect and admiration from their peers and the healthier more self-aware masculinity that they may exhibit only with friends, family or during times of crisis. I have even heard some refer to this behavioral dichotomy as “balance.” I cringe at that.

Today’s college man is coming of age in an era with competing road maps, blurry blue prints, and past-tense primers to educate him on what a man is or how to become one. As a result, millennial men often struggle to find balance as they navigate the college environment and all their new-found responsibility and freedom. Volunteers, alumni, fathers and brothers have an obligation to offer a clearer roadmap for our current and future brothers that enables them to graduate and become balanced men. Let’s look at some characteristics of our college men today and how we are serving them.

Academics: Academic struggles that plague some males in high school are often compounded once they get to college. Also, many

Men are more likely than women to get suspended for bad grades and to leave school before they graduate.

men who excel in high school can have more difficulty than their female counterparts adjusting to college. Researchers have found that college men study less, are more likely to miss class, come unprepared, and did not complete their homework or turn it in late. They also note that women now earn the overwhelming majority of campus academic honors and achieve higher scores

on standardized tests than their male counterparts. Men are more likely than women to get suspended for bad grades and to leave school before they graduate.

The Balanced Man Program’s strong emphasis on academics and balance can also serve to counteract the crisis among college men. Chapters that operate the BMP properly provide a structured support system with multi-level mentoring, programming geared toward acclimation to college, and progressive development opportunities.

Chapters that operate the BMP properly provide a structured support system with multi-level mentoring, programming geared toward acclimation to college, and progressive development opportunities.



You just have to look up when you enter the impossibly tall atrium that welcomes you to the Gaylord Texan Resort. And as you scan the expansive space, you see the illuminated and gigantic star at the top. In case you missed it somehow, you are in Texas. And you have lots of company.

More than 1,400 brothers and friends attended the 53rd Grand Chapter Conclave this year, the second largest Conclave yet—exceeded only by Washington D.C.’s centennial Conclave in 2001.

“You are prepared to change the world.”

Writer, inventor and entrepreneur **Mike Maddock**, Iowa State ’87, was the 53rd Conclave’s first keynote speaker. “You are prepared to change the world,” he said. “I’m going to help you do it.”

He said, “The smartest people I know ask for help,” and challenged officers and volunteers to start thinking about organizations around them that have wisdom they can pull from, adding that Conclave was an especially good opportunity to seek out innovative ideas.

Maddock is a *Forbes* magazine columnist and author of *Free the Idea Monkey... to focus on what matters most!*, and other books on innovation. Check out his articles on forbes.com and follow him on twitter @theideamonkey.



Record-breaking 111 chapters apply for Buchanan Cups

As Grand President Bert Harris, Florida '74, took the stage at this Conclave, he directed his first words to the 111 chapters who applied for the prestigious Buchanan Cup.

"By participating in the Buchanan Cup process, you have added value to your chapter and our Fraternity," he said. "So should you win or lose, stay in the hunt. Stay in the hunt to build a better brotherhood."

The Buchanan Cup was named after Edwin "Buc" Buchanan, Ohio State 1911, in 1967, who served as Grand Treasurer from 1932-1967. The Buchanan Cup recognizes the best-of-the-best Sigma Phi Epsilon chapters. Chapters are measured in relation to the accomplishments of their peers on campuses across the country. Only the chapters that excel in every area of operations and further the Grand Chapter's strategic plan qualify for this high honor. The record-breaking number of applicant chapters was a testament to the progress of the Fraternity over the past two years, he said, adding that SigEp's Founding Fathers would be proud.

"They would be stunned to see SigEp's might at 231 chapters today," he said. "They would be stunned to see over 300,000 lifetime members. They would be amazed that 15,000 SigEp undergraduates maintain a 3.15 GPA."



Grand President Bert Harris congratulates Oregon State Chapter President Trevor Scott, '14, on their chapter's Gold Buc Cup.

As Harris told the story of the Balanced Man Program over the years, he reminded attendees of the importance of continual progress, the critical role of national fundraising and the strength of the BMP.

"I am very proud to be associated with a fraternity which is based upon mentoring and positive development," he said. "And I firmly believe our methods are the best way to build friendships which last forever."

2013 Buchanan Cup Recipients

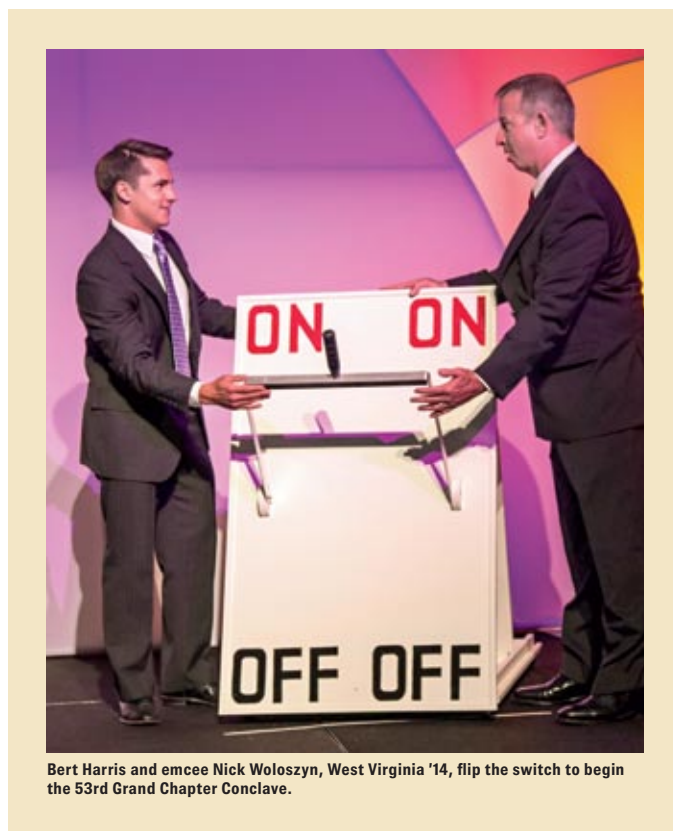
Gold Cups

Cincinnati RLC
Illinois RLC
Loyola Marymount RLC
Nebraska RLC
Ohio State RLC
Oregon State RLC
Southeast Missouri State RLC
Toledo RLC

Silver Cups

American Christopher Newport
Delaware Drexel RLC
Elon RLC
Georgetown Georgia RLC
Indiana RLC
Lawrence Tech RLC
Louisiana State Maine RLC
Maryland-College Park RLC
Minnesota RLC
Missouri State RLC
Monmouth RLC
Murray State

Nebraska-Omaha North Dakota Oklahoma RLC
Oklahoma State RLC
Pepperdine RLC
Rider RLC
Saint Louis San Diego State RLC
Stanford Stevens Tech RLC
Tampa Texas Christian RLC
Valparaiso RLC
Washington West Chester
Western Michigan



Bert Harris and emcee Nick Woloszyn, West Virginia '14, flip the switch to begin the 53rd Grand Chapter Conclave.

"The key is to keep company only with people who uplift you, whose presence calls forth your best." ~ EPICTETUS



Every two years at Conclave, SigEp has the chance to celebrate its greats. At the Alumni Awards Dinner and Arete Awards Luncheon, we honor those who have made strides in improving their chapters, and those who have achieved uncommon success in their careers. These chapters and brothers embody the true meaning of Arete: excellence over time.

Two chapters receive Cornerstone Award

Iowa State Chapter Alumni and Volunteer Corporation

Following a mandate from the city of Ames that all fraternity and sorority houses in the city install fire suppression systems, the Iowa Beta AVC decided to use the opportunity to launch a new campaign for the chapter's home. Their fundraising campaign brought in more than \$3.1 million, which they used to upgrade their fire- and life-safety system, plumbing and electrical systems, and study suites. They also added a resident scholar suite and a state-of-the art Residential Learning Community classroom.

San Diego State Chapter Alumni and Volunteer Corporation

After exploring every option from land swaps and alternative off-campus housing, the San Diego State AVC concluded that a total renovation of their RLC home was their best option. The campaign raised \$750,000 to fund life-safety upgrades, mechanical, electrical and plumbing upgrades, a kitchen and dining area expansion, a faculty fellow office, upgraded study and sleeping rooms and exterior renovations.



Brothers from San Diego State, left, enjoy their Cornerstone Award for their new chapter house. Jeff Prouty, Iowa State '79, and AVC President Ray Schwichtenberg, Iowa State '76, share their chapter's Cornerstone win.



Three Citation recipients honored in 2013

The 53rd Grand Chapter Conclave honored three alumni with the Sigma Phi Epsilon Citation. This recognition celebrates brothers who achieve uncommon success in their career fields and bring honor to themselves and to the Fraternity. Since it was first presented in 1965, only 244 brothers have received the honor.



Stevens Tech RLC wins Man Mile and Conclave Attendance awards

Traveling a total of 42,336 man miles to get to Conclave this year, Stevens Tech RLC scooped up two attendance-based awards: the Man Mile award, for most combined miles traveled, and the Conclave Attendance award, for having the most men present.



Rear Admiral Charles Kubic, Lehigh '72

Brother Chuck Kubic served a distinguished Navy career with the Engineer Corps from 1972 to 2005 before retiring with the rank of Rear Admiral.

His many military decorations include: the Legion of Merit, Defense Meritorious and Meritorious Service Medals, Navy Commendation and Achievement Medals, Armed Forces Expeditionary Medal and the National Defense, Vietnam, Armed Forces and Humanitarian Service medals.

Leading up to the invasion of Iraq, Kubic supported fellow SigEp Citation Recipient Marine Lieutenant General **James Conway, Southeast Missouri State '69**, in the deepest penetrating ground operation in Marine Corps history.

Brother Kubic co-wrote the book *Bridges to Baghdad: The U.S. Navy Seabees in the Iraq War* and currently serves as president of the Kubic Engineer Group.



Bob Eckert, Arizona '76

Brother Eckert was recognized for the acclaimed leadership and direction he provided to such companies as Kraft Foods and Mattel.

Some of Eckert's accomplishments include introducing new varieties of the Lunchable at Kraft and leading Mattel to a 57 percent increase in stock value over two years, a company that was later named one of the top 100 companies to work for in *Forbes* magazine. In 2002, he was recognized as one of the top 25 Managers of the Year by *Business Week* magazine. Other awards include the Corporate Leadership Award from the School of American Ballet and the Lifetime Achievement Award from his alma mater, University of Arizona – Eller College.

Retired from Mattel, Eckert now serves on the McDonald's Corporation Board of Directors, the J.L. Kellogg Graduate School of Management Advisory Board at Northwestern University, the Board of Visitors at The Anderson School at UCLA, The Trilateral Commission, the Board of Directors of the Los Angeles World Affairs Council, the Board of Directors of the Business Council in Washington, D.C., and as a member of the Asia Society and the World Presidents' Organization in Los Angeles.



Doug Band, Florida '95

Former U.S. President Bill Clinton said, "I couldn't have achieved half of what I have in my post presidency without Doug Band."

Brother Band started his career in the White House Counsel's office where he worked for four years before moving to the White House as aide to the president. Throughout his career he has visited 125 countries, including North Korea in 2009, when he accompanied the president to orchestrate the release of two American journalists.

Band was instrumental in starting the Clinton Global Initiative, which Clinton credits him for conceiving. A non-partisan organization that brings global leaders together to solve the world's problems, the CGI has helped raise more than \$69 billion for 2,100 philanthropic initiatives around the world. The organization has impacted more than 400 million people in 180 countries.

Band currently serves as president of Teneo Holdings, a world-wide strategic communications, investment banking, management consulting, financial strategy, business intelligence and restructuring expertise firm. He also continues to serve on the board of the CGI.

Pay it Forward Grant

RLC Task Force Member **Chris Dillion, Illinois '03**, announced an initiative at the 2011 Conclave where the Illinois Chapter would offer funding and mentorship to chapters striving to become RLCs. The initiative was called the Pay it Forward.

This year, Dillion announced that three chapters would receive support: Stevens Tech and Maine, which will receive contributions towards their innovative living-learning objectives, and Montana State RLC, which will receive a \$4,300 grant to support its RLC initiatives.

"Reflecting on all that Illinois Alpha has accomplished in the last two decades,

it is impossible to ignore all of the help we've received from others. Today, we want to continue to repay all that we have received with the Pay It Forward grant. We intend to present it at each Conclave at the Balanced Man Celebration to chapters that show great promise in establishing a Residential Learning Community and delivering highly innovative programming for their undergraduate brothers," Dillion said.



Chris Dillion presents the Pay it Forward grant to three deserving chapters.

Three chapters charter since last Conclave

**Boston C.
Massachusetts
Iota**

**Randolph-Macon
Virginia Zeta**

**Virginia
Commonwealth
Virginia Beta**

Brotherly Love

“By ever conducting our lives with virtue; by pursuing our goals with true diligence; by ever strengthening our unity through brotherly love, one for another; and by applying our talents to the betterment of ourselves and our Fraternity.”

In all walks of life, brothers are encouraged to live by the cardinal principles of Virtue, Diligence and Brotherly Love. In addition to recognizing individual and chapter achievement, SigEp honors its brothers who best reflect our most sacred principle of Brotherly Love at each Conclave. As undergraduate brothers and alumni take the stage, we tell their stories and honor them for their selfless service.

Three undergraduate brothers named Fellows

The Fellow recognition is a special honor given to those who take the principles to the highest level by dedicating themselves to a major service project that impacts lives and solves real problems.



At the Brotherhood Luncheon at Conclave, three brothers were named Fellows for doing just that.

Tyler R. Kinch **Grand Valley State '11**

Brother Tyler Kinch believes that sports give people the opportunity to develop important personal skills. He was named a Fellow for launching an organization that collects and donates thousands of dollars worth of used sports equipment to children so they can play organized sports and have every opportunity to grow.



Andrew T. O'Donnel **Toledo '14**

After having his eyes opened to the extent of poverty and homelessness in the world, Brother Andrew O'Donnel wanted to do more to combat it. He started an organization that helps connect willing undergraduates with the service organizations that need volunteers. Since founding the organization, more than 650 students have volunteered to make and deliver more than 2,600 lunches to the surrounding community.



Jeremy T. Poincenot **San Diego State '13**

After being diagnosed with a rare genetic disorder that causes blindness, Jeremy Poincenot set out to find a cure. He was named a Fellow for starting a non-profit organization that has raised more than \$100,000 to research Leber's Hereditary Optic Neuropathy (LHON).

California-Riverside receives Honor of Philias award

Since its inception in 1989, the Honor of Philias has been one of SigEp's most prestigious and meaningful honors. Given to one chapter or individual at each Conclave, the Philias honors those who best exemplify the Fraternity's third cardinal principle, brotherly love.

This year, the award was given to the California Beta Gamma Chapter at California-Riverside for remarkable service to a brother in need.

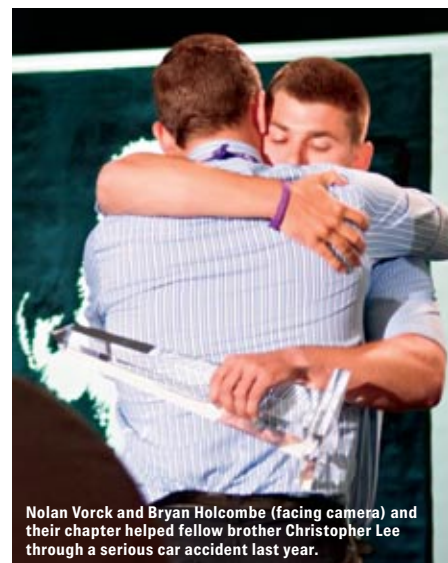
At the Brotherhood Luncheon, Past Grand President Steve Shanklin, Murray State '70, told the story of Christopher Lee, California-Riverside '13, who was critically injured in an automobile accident last year.

Following Lee's accident, his chapter brothers didn't just visit him at the hospital; they went above and beyond and gave Lee the support that, his father said, saved his life.

First they moved out of their house and deep cleaned it so Lee's family could move in. They organized a vigil that brought brothers from five surrounding SigEp chapters to pray for Lee, and coordinated hospital visits so he wouldn't be alone. And they raised more than \$3,000 to help cover the Lee family's travel costs and medical expenses.

As the California-Riverside brothers took the stage to receive the award, they hugged each other and knew their efforts had brought honor to them and their Fraternity.

Today Lee is on his way to a steady and complete recovery, and he is determined to join his chapter at the 2015 Conclave.



Nolan Vorck and Bryan Holcombe (facing camera) and their chapter helped fellow brother Christopher Lee through a serious car accident last year.



California-Riverside members and volunteers flank the Honor of Philias Award. From left, Balanced Man Steward Dina Calderon, Nolan Vorck, '14, Joseph Pender, '14, District Governor Dave Calderon, CalPoly-Pomona '88, Andrew Perkins, '13, Bryan Holcombe, '12, and Chapter Counselor Kevin Fleming, Loyola Marymount '00.



As is tradition, all OGH inductees in attendance at Conclave sit for a group photo. These gentlemen represent literally hundreds of years of service to SigEp.

Four alumni inducted into Order of the Golden Heart

The Order of the Golden Heart is SigEp's highest honor, reserved for alumni who provide exceptional service to the Fraternity over the course of a lifetime. Since the OGH's creation in 1959, only 155 of SigEp's 300,000+ lifetime members have been inducted. At the 53rd Grand Chapter Conclave, these four were added to the list.

John Allen, Louisiana State '65

Brother John Allen has dedicated his SigEp service to teaching his chapter to do things 'the right way.' When his chapter closed 30 years after his graduation, he returned to take on the role of chapter counselor and restore the charter. Today, the chapter raises more than \$20,000 annually, has won three Buchanan Cups and is the second largest SigEp chapter in the nation.

LeRoy Thompson, Missouri S&T '56

Five years after graduating, Brother LeRoy Thompson returned to his chapter as a volunteer and found it in dire need. He guided his brothers to improve their academic performance and built an addition to their chapter house. He later helped build a new home and served as chapter counselor and faculty advisor to the chapter. When he moved to Florida, he helped start the Florida Nu Chapter at Florida International.

Rod Smart, Sacramento State '77

Known best for his sharp wit and bubbly personality, Smart's greatest legacy may be his ability to help other brothers connect and stay connected. After serving as a regional director, he helped shape the Freeark Society, successfully ensuring hundreds of former SigEp traveling staff stay in touch and maintain the bonds they develop as staff. As a district governor, he helped start many of the chapters in Texas and California that exist today. Over the last 28 years, he has missed only one Conclave.

Ross Hecht, Nebraska '54

After 62 years of service to his chapter, Hecht holds a legacy that is both long and profound. Having already served as an undergraduate leader, he returned to his chapter in the 1960s to lead a campaign to double the size of the house. Thirty years later he led efforts to raise \$1.5 million to renovate the home. Of the 1,800 brothers who have passed through the chapter since he joined it, many have enjoyed visits to Hecht's home where they receive mentorship and guidance. Last year, more than 120 of his undergraduate brothers raised \$200,000 in just a few days to establish a memorial scholarship in his name.



John Allen



LeRoy Thompson

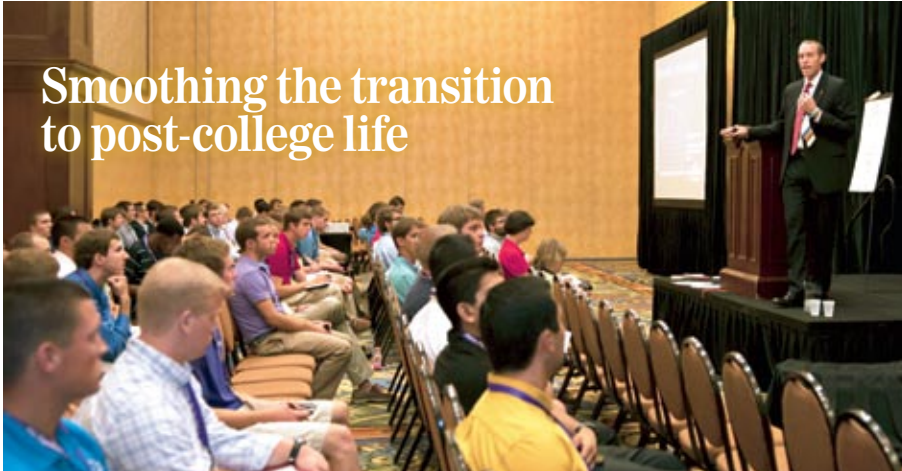


Rod Smart



Ross Hecht

Smoothing the transition to post-college life



Today's college students face great challenges as they transition from college to the first stage of their careers. Life After College, SigEp's newest leadership event, is designed specifically for undergraduates preparing to enter the workplace.

The day began with sessions focused on helping undergraduates

understand the transition they will face leaving college. One of the day's early sessions challenged undergraduates to identify their passions and strengths.

Zar Toolan, Columbia '01, who serves as senior vice president and director of advice quality at Wells Fargo Advisors, challenged the hundreds

in attendance to identify their passions and strengths as a starting point for their careers.

"It really focused on trying to figure out what's important to you," said **Matthew Shubeck, Stevens Tech '15**. "I thought that was probably one of the best takeaways because that really is your jumping off point for a career."

The day continued with sessions on personal finance, networking, resume building and interview techniques. One highlight of the day was a session discussing professional attire and dressing for success, hosted by attire experts from Brooks Brothers clothing company.



Seasoned mentors Zar Toolan, top right and Matt Kapszulewicz, left, along with Ronald Ferguson, Lead Concierge, Brooks Brothers Madison Avenue, get brothers thinking about what's next in SigEp's Life After College program.

Legislation

SigEp is one of the few national fraternities that places significant voting power in the hands of undergraduate members. Every two years at Conclave, delegates from each chapter discuss and vote on legislation that will shape the Fraternity's future. At our 53rd Conclave, delegates adopted several changes that will make a lasting impact on the Fraternity. The following are some of the most significant and memorable pieces of legislation passed this year.

New minimum GPA set at 2.6

To help ensure that SigEp continues to maintain and further its culture of academic excellence, a new minimum eligibility standard was adopted for all members. Undergraduates wishing to join SigEp must now have at least a 2.6 college GPA or a 2.7 high school GPA. Once a brother, he must maintain a 2.6 GPA each term to remain in good standing.

Ritual updates

SigEp's Ritual was adopted in 1907 to give brothers a guide for living our cardinal principles. Since then, many revisions to the Ritual have been made in an effort to keep the ceremony relevant to new generations.

The Brother Mentor Rite of Passage, a newer addition to the Ritual, was adopted in the early 1990s to focus on the meaning of the Fraternity's letters and challenge upperclassmen to stay involved. This year, delegates furthered this effort with the adoption of a revised Brother Mentor Rite

of Passage and a more unified ceremony. The improved Ritual and Guide provides a more clear understanding of SigEp's "lifetime responsibility of brotherhood" while strengthening ties to the original 1907 Ritual.

Focus on veterans

Delegates recognized the significant impact student veterans and future servicemen make at SigEp chapters, and authorized the appointment of a task force assigned to recommend enhancements for membership recruitment and development programs for these brothers. The task force will report their findings at the 2015 Conclave in Nashville, Tenn.

A single philanthropic and service-learning partner

Big Brothers Big Sisters of America, "the nation's largest network of youth mentoring agencies," was named as SigEp's single national philanthropic and service-learning

"The reason I do these shows, and the reason I will never miss another Conclave, is because my SigEp experience made me the person and the comic I am today."

~ Steve Hofstetter, Columbia '02



Nationally acclaimed comedian Steve Hofstetter returned for his third consecutive performance at Conclave. In addition to a well-received comedy routine, Hofstetter spoke on the value of SigEp in his personal and professional life.



Dr. Lori Hart captivated the audience with her presentation, "Everything you ever wanted to know about the opposite sex."



Grand Secretary Shawn McKenna, Maine '77, hands Saxon Dorshow, Minnesota '15, his chapter's Buc Cup.



Garry Kief and Chris Bittman, Conclave Alumni Dinner hosts, share an amusing moment.



SigEp veterans come together to add a patriotic moment to the Conclave event. At right: David Stollman, Maryland-College Park '94, chats with Headquarters staffer Beaux Carriere, Charleston '10.



SigEp's Future is **ON**



partner. While chapters may support any philanthropy they wish, delegates voted to consolidate national efforts in order to make a larger impact.

Big Brothers Big Sisters' focus on helping "children realize their potential and build their futures" aligns well with SigEp's own mission of Building Balanced Men. This partnership will provide opportunities for undergraduates to engage with their communities while making a positive

impact on the lives of young men across the country.

Expanding the quality and reach of programs

More undergraduates learn essential life skills from SigEp than ever before, but a lack of funding restricts access to Fraternity programs for thousands of brothers each year. To expand the quality and reach of these vital programs, delegates voted to

raise undergraduate fees and called for a renewed focus on fundraising, noting the rising cost of higher education and mounting student debt.

The Sigma Phi Epsilon Educational Foundation and its staff have served as both fundraisers and stewards of funds since 1943. To expand these efforts in the most effective, cost-efficient way, delegates asked the Fraternity, its larger volunteer base and the Headquarters staff to assume responsibility for fundraising and advancement of programs. This change allows the Foundation to focus on financial and legal oversight of dollars raised.

The 2013 Conclave delegation also established the SigEp National Advancement Council, a committee of volunteers charged with sharing the SigEp story, mobilizing volunteers and increasing financial support to SigEp's programs. Since he has previously led SigEp's Fraternity and Foundation Boards, **Garry C. Kief, Southern California '70**, was asked to serve as the Council's first chairman.

SigEp can change the world, one balanced man at a time

A group of alumni recently told me they spend their time volunteering for SigEp because it's their best chance to change the world. These words have echoed with me since.

SigEp is positioned to make an impact others cannot. Our brothers represent the top leadership and academic talent of 231 of the best colleges and universities. There's no question they will lead our nation and our world. The only question is, "How big will their impact be?"

SigEp helps brothers develop the skills they need to excel in college and beyond, the skills they need to make a difference in our world. Our programs and events make this possible, and our members are asking us to do more to expand these opportunities.

At our 53rd Conclave, delegates asked our Fraternity's loyal volunteer base and Headquarters staff to take a leadership role in growing the funding and support for our programs. We said yes—and we're moving forward with conviction to create more opportunities for our young leaders.

While our Educational Foundation will continue to steward tax-deductible gifts in support of SigEp's mission, each of us is now equally responsible for SigEp's future.

The following report addresses the current state of SigEp: the progress, the setbacks and the opportunities. I believe the numbers tell an impressive story about what we've been able to accom-

plish. They also highlight our tremendous opportunities to change the world, one balanced man at a time.

GROWTH

Recruit, retain and graduate balanced men

Growth for SigEp is about recruiting and retaining members the right way, so that when they graduate they are prepared for the world awaiting them.

Year-round recruitment and the Balanced Man Scholarship continue to make SigEp the best recruiter in the fraternity world. But in recent years, SigEp has seen the consequences of recruitment efforts that weren't backed by an equally strong experience. We struggled to retain brothers through graduation, and nearly one-third who joined three years ago are no longer members today.

SigEp will find sustainable growth as we recruit more men who aspire to our cardinal principles and deliver on promises made during recruitment. We're working hard to help chapters identify young men who share our values, teaching them how to recruit through meaningful conversations and fun

National Board of Directors



Grand President
Phillip A. Cox
Indiana '84



Grand Treasurer
Christopher L. Bittman
Colorado '85



Grand Secretary
Richard W. Bennet III
Central Missouri '74



Thomas B. Jelke
Florida International
'90



Garry C. Kief
Southern California '70

experiences that show our commitment to standards and continued personal development.

- During the 2012-2013 academic year, our 231 active chapters recruited an average of 27 men per chapter, introducing 6,127 new brothers to SigEp.
- At the end of the year, the average chapter had 66 men. That's 15,287 undergraduate brothers nationwide—the largest membership of any college fraternity and the largest we've had in over a decade.
- Growth has occurred despite having 13 fewer chapters than in 2010. Closures followed multiple attempts to rehabilitate chapters whose members were unwilling to live up to SigEp's values and charter expectations.
- Of the 5,840 brothers who joined SigEp three years ago, 27 percent are no longer members today. The remaining 73 percent were still undergraduate members or alumni in good standing as we entered this fall semester.
- SigEp launched improved recruitment resources this year, and Carlson Leadership Academies (CLAs) continue to offer our best recruitment curriculum to all rising leaders, not just officers.

DEVELOPMENT

Prepare members for a lifetime of success

At our best, SigEp provides an experience that prepares members for a lifetime of success. This requires us to move beyond development programs of the past that

focused solely on classroom performance and acclimation to college.

The Balanced Man Program (BMP) recognizes brothers spend most of their undergraduate years outside of a classroom and only a small fraction of that time as a new member. The BMP is the centerpiece of a chapter experience and offers brothers a chance for continuous development. It helps them live the Ritual and thrive in an environment that stresses equal rights and responsibilities. The National Directors and I are committed to better supporting the implementation and growth of each chapter's program.

The BMP is complemented by SigEp's leadership events. These programs empower brothers to lead in their chapters and in life. Many of this year's events will also equip them with skills that can advance their professional success.

- SigEp launched new BMP resources to help chapters consistently implement their programs and offered a BMP curriculum to all brothers attending CLA this past year.
- We improved this year's regional director training to elevate the quality of tailored BMP service to chapters.
- Last year, we achieved record attendance at EDGE with 3,300 attendees and at CLA with 2,638.
- EDGE now includes a session on personal branding and how to use LinkedIn to interact with alumni who can provide professional mentoring. CLA includes a session on how chapter officers can develop habits and experience that translate to the workplace.
- SigEp's newest leadership event, Life

After College, is being offered in six cities this year. Requests for additional programs are coming in from every part of the country and will be fulfilled in the 2014-2015 academic year based on funding.

- We received a record number of applications for the Ruck Leadership Institute and the Tragos Quest to Greece. Both programs are currently limited in size due to funding restrictions.

VOLUNTEERS

Support local, regional, and national volunteers

Since Uncle Billy first recruited campus faculty to mentor chapters, SigEp has understood the importance of volunteers. While we always need additional volunteers, our stronger need is helping interested volunteers succeed in their roles.

This summer Archie Messersmith, Samford '99, joined SigEp's Headquarters staff as our new volunteer services director. Archie is a long-time SigEp volunteer himself and a former campus-based professional who earned his master's in higher education administration. His focus is empowering volunteer mentors to be highly effective. We've seen such positive energy and results from his efforts that we'll be hiring an additional volunteer services manager to work with Archie on supporting our volunteer mentors.

- We introduced new resources at Conclave to help AVCs maximize volunteer effort.



Billy D. Maddalon
North Carolina State
'90



Shawn McKenna
Maine '77



Daniel W. McVeigh
Texas Wesleyan '90



Student Director Sawyer J. Hicks
Davidson '14



Student Director Erik Mikkelsen
Utah State '14



Student Director Marshall Miller
Valparaiso '14

2012-2013 BOARD OF GOVERNORS

Michigan Tech
Kevin Maguire, '83 ★

Middle Tennessee State
Stephen Valente, '96

Minnesota
Todd Johns, '98 ★
David McLaughlin, '92 ◀
Mark Nagel, '09
Clinton Schaff, '00
Jason Somrock, '02 ★

Mississippi State
Bobby Shackouls, '72 ◀

Missouri S&T
Riley Mieth, '08

Missouri-Columbia
Dennis Bond, '65
Gregory Keller, '86 ◀

Missouri-Kansas City
David DeCecco, '04

Monmouth
William Komperda, '81
Bradley Nahrstadt, '89

Moravian
Brian Corvino, '02

Morehead State
Todd Stewart, '87 ♥

Murray State
Adam Seiber, '02
Steve Shanklin, '70

Nebraska
Kyle Arganbright, '05
Kurt Phares, '79
Scott Schmidt, '82

Nebraska-Omaha
Bret Harrell, '12

New Mexico
Kevin Otero, '86

New Mexico State
Manuel Martinez, '96 ★
Robert Morris, '94

North Carolina
Stephen Leonard, '76

North Carolina State
H. Clark, '56 ◀
Jeff Horan, '11
Billy Maddalon, '90

North Dakota
Logan Fletcher, '12
Daniel Howell, '07

North Texas
Sean Craft, '95
Glenn Ezell, '87

Northeastern
Chris Lynch, '07
Patrick Murphy, '10
Alex Woodlief, '11

Northern Kentucky
Mark Krzywonos, '84

Northwest Missouri State
Les Hinmon, '84
Brent Johnson, '84
Michael Wolbert, '94

Northwestern
Cory Gerdes, '92
Thomas Kindie, '92

Northwood
William Mulvihill, '79

NYU
Constantine Nickow, '47 ◀
Daniel Paulus, '99
Richard Podos, '85

Ohio State
Ryan Dressler, '08
Scott Dudis, '09
Sean Mittelman, '09
Brent Osborn, '09
Michael Repasky, '08

Ohio Wesleyan
Donald Hudler, '56 ◀

Oklahoma
Ryan Burke, '94

Oregon
Todd Ruberg, '82 ♥
Mark Wenrick, '96
Ryan Wheatley, '07

Oregon State
Evan Gremillion, '09
Ken Maddox, '75
Michael Powers, '07

Pennsylvania
Brett Danko, '90
Douglas Roberts, '83 ★

Pennsylvania State
David Britz, '01

Pepperdine
Alexander Claud, '13
Frank Ko, '97
Jeremy Stolee, '05
Devon Walker, '12
Chris Walters, '03

Philadelphia
John Porreca, '71

Purdue
Michael Davis, '77
Jack Donohew, '95
Michael Ellis, '84
Douglas Nabhan, '77
Norman Nabhan, '71 ◀
D. Reid Snellenbarger, '98

Randolph-Macon
Frank Laughon, '57 ♥

Rensselaer
Donald Burgio, '89 ★

Rhode Island
Christopher Jarvis, '92
Shawn Mullen, '13

Richmond
Richard Wiklund, '89
Archer Yeatts, '64

Rider
Steven Sutow, '00

Rutgers
Glenn Nirrep, '82
Ralph Petti, '78

Sacramento State
Jim Amen, '96
Casey Hayden, '84
Columbus Johnson, '85
Rodney Smart, '77

Saint Louis
Christopher Avery, '02
Jason Cherish, '03

Samford
Archie Messersmith, '99

San Diego
Ryan Jacobsen, '00
William Rochfort, '04

San Diego State
Edward Dahlkamp, '63
Kevin Kwoka, '11
Brian McCaman, '07
Ron Smith, '69

San Francisco State
Bill Blatnik, '83

South Carolina
Kent Belli, '81
William Porter, '92 ♥

South Florida
Joseph DiGregorio, '98

Southeast Missouri State
Bradley Bischof, '68
Michael Lincoln, '84

Southern California
Scott Bice, '65 ♥
Frank Butterfield, '83
Daniel Ederer, '91
Garry Kief, '70 ♥
Michael Mann, '78
Brent Noyes, '74
Shawn Sedlacek, '93

Southern Methodist
Daniel Liu, '08

Southern Mississippi
John Barr, '12
Scott Thompson, '99

Stanford
Jeff Keltner, '02 ♥

Stetson
John Durrant, '96

Stevens Tech
Xiao Zhao, '07

SUNY-Binghamton
Michael Borkan, '86

SUNY-Buffalo
Derek Pardee, '83 ◀

Syracuse
Johnson Garrett, '88

Tennessee
Joe Clayton, '57
Bryce Giesler, '82
Kelly Williams, '92

Tennessee Wesleyan
Stephen Taylor, '76

Tennessee-Martin
Kevin Teets, '06

Texas A&M
Jacob Horn, '99
Muri Richardson, '76

Texas Christian
Jace Thompson, '08

Texas Tech
Daniel McWilliams, '87
Kevin Rooker, '80
Jim Spellman, '90

Texas Wesleyan
Derek Hopkins, '91
Brent Lane, '90
Daniel McVeigh, '90 ◀

Texas-Arlington
Matthew Domenico, '94 ★
Oscar Nelson, '85

Texas-Austin
Bruce Anderson, '71
Gregory Barra, '03
Steve Bartlett, Renaissance
Alphonse Brown, '72
Roger Chapman, '49
Gary Griffith, '70
R. Steven Hicks, '72 ◀
James Huffines, '73 ◀
B. Mack Rankin, '50 ★ +
Richard Rankin, '77
John Tyler, '63

Thiel
Paul Runge, '70
Scott Russell, '71
Pete Steffens, '70
Thomas Stempel, '69

Toledo
Ron Binder, '83
Gerald Seizert, '74
Jared Sisley, '07

Trine
Richard Hoover, '71

Truman State
Ryan Brennan, '95 ♥
Roger Festa, Renaissance
Patrick Fontana, '94
Daniel Gould, '92

Tulane
Jonathan Brouk, '08
Gregory Miller, '10
Ehren Stanhope, '05

Tulsa
Maurice Richards, '51

UCLA
Matthew Ontell, '05

Valparaiso
Matt Engelhardt, '91
Troy Hanson, '02
Joshua Lee, '98 ♥
Corey Schuler, '02
Jon Shanklin, '08

Vanderbilt
Jason McGill, '08

Vermont
Andrew Hughes, '11

Virginia
Jonathan Kucera, '69
Brian Warren, '04 ♥

Virginia Commonwealth
Lee Stewart, '10
Sheehan Walker, '11

Virginia Tech
John Lawson, '75
Wayne Williams, '72

Wake Forest
Ken Hunt, '87

Washburn
Keenan Buoy, '82
R. Clayton Funk, '93

Washington
Michael Catalano, '10
Tim Harmon, '82

Washington in St. Louis
David Detjen, '70 ★
Craig Kaufman, '86
Adam Stoltz, '99
William Tragos, '56 ♥

Washington State
Ken Christianson, '74 ◀
Craig Dewey, '72 ★

West Virginia
Raymond Clarke, '84

Western Michigan
James Bernard, '60
Ryan Blanck, '02
Brian Boron, '89
Lucas Freudenburg, '05
Scott Hankins, '03
Kelly Mankin, '82
William Monroe, '63 ♥
John Schuyler, '00

Wichita State
Denis Dieker, '77 ◀
Jeffrey Gates, '89
Trent Patterson, '10
Joe Poston, '73
Michael Schlotterbeck, '07

Winthrop
Lawrence Sturcken, '81

Wisconsin
James Byrns, '48
Wallace Doud, '48

Wisconsin-Platteville
John Aspinwall, '05
Daniel Determan, '04
Brett Gough, '03
Ken McHone, '06
Charles Meoska, '07
Brad Polzar, '07
Matt Sides, '02
Nicholas Wagner, '06

WPI
Jonathan Shoemaker, '09
Daniel Sullivan, '12

Wright State
Joshua Baker, '10

Wyoming
Keith Sapp, '03

Friends of SigEp
Matthew Barton
James and Martha Broadlick
Dare Estok
Laura Kingkade
William McLaughlin
Teddi Robeson
Ginger Rutherford ★
Mary Beth Tyler

Key

Beacon Society (donors under age 30) \$600 - \$1,199
Member Level \$1,200 - \$1,900
1901 Society \$1,901 - \$2,499 (★)
Sponsor Level \$2,500 - \$4,999 (♥)
President's Circle \$5,000 - \$9,999 (◀)
Chairman's Circle \$10,000+ (♥)

ADVANCEMENT

Advance the SigEp experience

SigEp's progress in all of our priority areas depends upon the support of alumni, volunteers, parents and friends. Our supporters invest countless hours in the SigEp experience, an experience that is further advanced by gifts to our

Eight SigEp chapters were recognized this spring by the North-American Interfraternity Conference for ranking first among fraternities and boasting a GPA of more than half of a point above their campus' all-male average.

Educational Foundation. Gifts directed towards SigEp's Annual Fund grow the quality and reach of our leadership events, local programs and scholarship opportunities. Put simply, they help us impact more lives.

Moving forward

As the Fraternity and Foundation partner in new ways, the advancement of the SigEp experience will be a leading priority. It will be our aim that:

- Alumni, parents, volunteers and friends understand the impact and importance of SigEp's programs.
- Donors are able to support the chapters, programs and experiences that mean the most to them.
- Fundraising success exceeds benchmarks set by academic institutions of SigEp's same size (more than 235,000 living alumni and 15,000 undergraduates).
- Fraternity programs and services are supported by grant providers (beyond our Educational Foundation) who see value in SigEp's mission.
- Fraternity programs and services are regularly assessed and improved.

Despite challenges we have faced in recent years, the stories of success far outnumber the struggles. We have accomplished so much, and we still have so much left to do. I look forward to working with you as we enter the next chapter in our shared history.

Fraternally,



Brian C. Warren Jr.
Virginia '04
CEO

- At 65 percent of our chapters, SigEp is outperforming the all-campus average.
- Eight SigEp chapters were recognized this spring by the North-American Interfraternity Conference for ranking first among fraternities and boasting a GPA of more than half of a point above their campus' all-male average.

In Memoriam

"We remember those who have gone before us and are reminded of the rich legacies they have left for us to continue. Their good works, kind deeds, encouraging words are now ours to pass to future generations—to our families, our Fraternity, our communities and country. We are bound to them and to those who follow us by our vows, oaths and commitments....May they not just pass into memory but, knowing they have been woven into our very being, continue to live on in and through us."



~ SIGEP NATIONAL CHAPLAIN, FATHER RAY ACKERMAN, OKLAHOMA '77
53rd Grand Chapter Conclave Necrology

The following is a partial listing of SigEps by state of the member's home chapter who have passed away in recent months.

Names in red are national volunteers or those who have received national recognition for their service such as the Order of the Golden Heart, Volunteer of the Year, Distinguished Alumnus or Citation.

It is our chance to remember those brothers who, through their death, have reminded us that life is transitory.

To inform the Fraternity of the death of a member, email the obituary to communications@sigep.net or send to: In Memoriam, Sigma Phi Epsilon, 310 South Boulevard, Richmond, Va. 23220.

You can now read and submit obituaries and remembrances of SigEp brothers on the website www.sigep.org/news/inmemoriam.html

Alabama

Robert M. Cheney
Auburn '54 ('99 OGH and '86 Distinguished Alumnus)

California

Ronald B. Broadwell
Southern California '56

Colorado

Kenneth P. Makowski
Northern Colorado '58

Florida

Carl M. Adams Jr.
Stetson '63
Richard J. Dominica
Stetson Renaissance
Paul D. Kelly
Tampa '65
Paul H. Kohmescher
Stetson '80
Wilton R. Miller
Florida '62

Illinois

Nelson T. Potter Jr.
Monmouth '61
Jason R. Vander Woude
Northern Illinois '93

Indiana

Thomas E. Battle III
Indiana '70
Michael J. Chittum
Ball State '68
Jay A. Denny
Trine '71
Glen A. Kingseed
Trine '75
Volney E. Lamb Jr.
Indiana State '59
Michael M. Packard
Indiana State '66

Roy C. Tribbett

Ball State '55
(Founding Father of Indiana Gamma Chapter)

Richard M. Worthman
Ball State '56

Iowa

Donald R. Rochau
Iowa '59

Kansas

J. Paul Duffendack
Kansas State '67
Robert D. Gibson
Kansas '48
John A. Moorhead
Kansas '50
Karl M. Ruppenthal
Kansas '41

Kentucky

E. Wayne Botner
Kentucky '55
Robert C. Yantz
Louisville '52

Massachusetts

H. Russell Iwanowicz
Massachusetts '70
James C. Staples
MIT '51
Gary E. Tenczar
Massachusetts '65

Michigan

George N. Bokus
Central Michigan '90
Grayson Damron II
Western Michigan '65
Paul D. DeWolf
Grand Valley State '10

Johnny M. Edmonds
Ferris State '81
Keith Robertson
Western Michigan '60

Missouri

L. Samuel Allen
Southeast Missouri State '12
Albert M. Plourde
Washington in St. Louis '54
Richard J. Spokas
Culver Stockton '66
Jerry C. Swank
Missouri-S&T '61

Nebraska

Patrick E. Maginnis
Nebraska '84
Royce H. Tonjes
Nebraska '55

New Jersey

Col. Timothy J. Kelly
Stevens Tech '72

New Mexico

Michael E. Nowlin
New Mexico '84

New York

Robert A. Capell
SUNY-Buffalo '68
Michael D. Pieri
SUNY-Fredonia '83
Raymond M. Rogers
Syracuse '56
James J. Williams
Davidson '59
Elton D. Winstead
Barton '60

Ohio

David L. Ballard
Miami (Ohio) '61
Mearl R. Guthrie Jr.
Bowling Green State Renaissance
Kenneth R. Judkins
Ohio State '50
Harold W. Look Jr.
Ohio Wesleyan '53
Gene A. Slaymaker
Ohio State '52
Samuel F. Wendt
Toledo '54
Joseph C. Worley Jr.
Miami (Ohio) '58

Oklahoma

Lawrence C. Jernigan
Oklahoma State '52
David L. Quillin
Oklahoma '66

Oregon

Stephen G. Cardwell Jr.
Oregon State '86
Douglas C. Engelbart
Oregon State '48 ('89 Citation)
Gordon E. Hartley
Oregon State '42
Donald F. Serres
Oregon State '56

Pennsylvania

Harold C. Griesing
Lehigh '53
Thomas M. Simbeck Jr.
LaSalle '11

Tennessee

Keith A. Caudill
Austin Peay State '02
Rick A. Staley Jr.
Tennessee Tech '08 (AVC President)

Texas

Donald R. Frosch
Sam Houston State '92
John C. Jewett
SW Texas State '84
Byron M. Rankin Jr.
Texas-Austin '50 ('81 Citation, Foundation Life Trustee, Past National Director)
Robert F. Teague
Texas-Austin '61

Virginia

Edward A. Carson
Virginia Tech '86
Andrew J. Johnson Jr.
Randolph-Macon '59
Howell S. Lewis
Richmond '52
Joseph N. Novielli III
Randolph-Macon '07
Kenneth W. Williams
Radford '86
William E. Witcher Jr.
Longwood '81

Washington

Rodney C. Ingham
Washington State '53

Robert "Bob" Cheney
Auburn '54

1928-2013

In 1999, SigEp honored Cheney with the Order of the Golden Heart. At the time, he had already spent more than two decades serving as a chapter counselor. He also founded two chapters, Alabama Zeta at Huntingdon College and Alabama Epsilon at Auburn-Montgomery, as well as serving the Grand Chapter as a district governor. Throughout his life he donated generously to the SigEp Educational Foundation.

As his induction at the 1999 Conclave said of him: "Loyalty. Leadership. Creativity. Those are the nouns that describe you and your actions over the nearly 50 years of service to Sigma Phi Epsilon."



Douglas Englebart
Oregon State '48

1925-2013



Douglas Englebart was a visionary and believed that technology would allow men to do good at a faster rate than ever before. Englebart's most recognized invention was the computer mouse, but his peers regarded him as an innovator who paved the way for personal computing and the Internet.

A lifetime of hard work, diligence and dedication to his vision led to an age in which mankind can leverage the power of computers to achieve everything from

exploring the stars to connecting with loved ones online.

In 1989, Englebart was issued the Sigma Phi Epsilon Citation. In 2000, he was awarded The National Medal of Technology, the highest award in its class in the United States.

B.M. "Mack" Rankin Jr.
Texas-Austin '50

1930-2013

Mack Rankin began a highly successful career in the oil and precious metal industry soon after serving in the Army.

Rankin invested substantial time in training the next generation of oil industry professionals and gave generously to the institutions he believed in.

He also gave generously to SigEp, serving on the National Board of Directors and as a Life Trustee of the Sigma Phi Epsilon Educational Foundation. In 1981, SigEp honored Rankin with the Sigma

Phi Epsilon Citation.

Rankin inspired others by his character and his service.

Gary Griffith, Texas-Austin '70, said,

"Those of us who had the privilege of working with him on local chapter issues, National Board issues and SigEp Foundation

issues always knew where he stood and, most importantly, why."

Read more about Rankin in the Spring 2013 Journal, p. 24.



West Virginia

Thomas W. Mitchell
Charleston '77

Brian J. Salerno
Davis & Elkins '57

Wisconsin

Dr. Franklin N.
Dukerschein
Wisconsin '49

Vernon R. Haack
Lawrence '50

Arthur L. Kull
Wisconsin '42

Undergraduates

Nicholas A. Allen
Eastern Illinois '15

Samuel Berenbeim
Colorado State '14

James A. Braband
Texas-Austin '13

David K. Spyke
Ohio '15



Gary Griffith, Texas-Austin '70, shares the names of his fellow SigEps who have passed, including his friend, Mack Rankin, above, during a solemn moment from the 2013 Conclave Necrology ceremony.

Wondering if your chapter appears in this issue of the *Journal*?

See all chapters mentioned in the magazine listed alphabetically by school below.

Alabama.....	5, 23, 24, 25	Grand Valley State.....	38, 44, 46	Pittsburg State.....	12
Alaska-Anchorage.....	44	Huntingdon.....	23, 24, 44	Purdue.....	2, 8, 45
Alaska-Fairbanks.....	44	IIT.....	44	Quinnipiac.....	2, 24
American.....	Table of contents, 23, 24, 25, 35	Illinois.....	24, 35, 37, 44	Radford.....	46
Appalachian State.....	2	Illinois State.....	Table of contents, 44	Randolph-Macon.....	37, 45, 46
Arizona.....	23, 25, 37, 44	Indiana.....	Inside cover, 2, 23, 24, 35, 42, 44, 46	Rensselaer.....	45
Arizona State.....	44	Indiana State.....	46	Rhode Island.....	2, 45
Arkansas.....	44	Indiana Tech.....	7, 44	Richmond.....	Table of contents, 20, 45, back cover
Arkansas State.....	44	Iowa.....	44, 46	Rider.....	35, 45
Arkansas Tech.....	5, 23, 44	Iowa State.....	12, 36, 44	Rutgers.....	24, 45
Auburn.....	44, 46, 47	Jacksonville.....	44	Sacramento State.....	2, 7, 39, 45
Austin Peay State.....	44, 46	James Madison.....	44	Saint Louis.....	7, 25, 35, 45
Babson.....	44	Jefferson Medical.....	3	Sam Houston State.....	46
Baker.....	23, 44	John Carroll.....	44	Samford.....	2, 45
Baldwin-Wallace.....	44	Johns Hopkins.....	23, 44	San Diego.....	45
Ball State.....	3, 44, 46	Kansas.....	2, 44, 46	San Diego State.....	2, 25, 35, 36, 38, 45
Barton.....	3, 24, 46	Kansas State.....	25, 44, 46	San Francisco State.....	45
Baylor.....	2, 44	Kent State.....	25, 44	SIU-Edwardsville.....	Table of contents, 22, 24
Belmont Abbey.....	44	Kentucky.....	46	South Carolina.....	45
Boston C.....	37	Lamar.....	44	South Dakota State.....	23, 25
Bowling Green State.....	44, 46	Lambuth.....	44	South Florida.....	24, 45
Bradley.....	44	LaSalle.....	46	Southeast Missouri State.....	35, 37, 45, 46
Bucknell.....	23	Lawrence Tech.....	Table of contents, 2, 35, 44	Southern California.....	2, 41, 43, 45, 46
Buffalo State.....	44	Lehigh.....	37, 44, 46	Southern Methodist.....	45
Cal Poly-Pomona.....	2, 44	Longwood.....	46	Southern Mississippi.....	2, 45
Cal State-Fullerton.....	44	Loras.....	44	Southeast Missouri State.....	46
Cal State-San Bernardino.....	Table of contents, 44	Louisiana State.....	2, 35, 39, 44	St. Joseph's.....	7
Cal State-San Jose.....	44	Louisville.....	46	Stanford.....	23, 25, 35, 45
California-Berkeley.....	44	Loyola Marymount.....	35, 44	Stetson.....	45, 46
California-Davis.....	25	Lynchburg.....	44	Stevens Tech.....	Table of contents, 6, 18, 24, 29,
California-Irvine.....	44	Maine.....	2, 23, 24, 35, 37, 42, 44	35, 36, 37, 40, 45, 46	
California-Riverside.....	Table of contents, 25, 38	Marshall.....	44	SUNY-Binghamton.....	45
California-Santa Barbara.....	2, 44	Maryland-College Park.....	Table of contents, 2, 35, 44	SUNY-Buffalo.....	45, 46
Carnegie Mellon.....	19, 44	Massachusetts.....	Table of contents, 2, 18, 40, 44, 46	SUNY-Fredonia.....	46
Case Western.....	23, 25, 44	Memphis.....	2, 25, 44	SW Texas State.....	46
Central Arkansas.....	23, 25, 44	Miami (Florida).....	44	Syracuse.....	45, 46
Central Florida.....	44	Miami (Ohio).....	44, 46	Tampa.....	24, 35, 46
Central Michigan.....	46	Michigan.....	Table of contents, 2, 19, 44	Tennessee.....	Table of contents, 3, 21, 45
Central Missouri.....	2, 25, 42, 44	Michigan State.....	Table of contents	Tennessee Tech.....	46
Charleston (South Carolina).....	2, 44	Michigan Tech.....	16, 17, 25, 45	Tennessee Wesleyan.....	45
Charleston (West Virginia).....	46	Middle Tennessee State.....	2, 45	Tennessee-Martin.....	Table of contents, 45
Chicago.....	23, 25, 44	Minnesota.....	2, 35, 45	Texas A&M.....	45
Christopher Newport.....	Table of contents, 2, 24, 35	Mississippi State.....	23, 24, 45	Texas Christian.....	2, 25, 35, 45
Cincinnati.....	Table of contents, 2, 23, 24, 25, 35, 44	Missouri S&T.....	38, 45, 46	Texas Tech.....	45
Clarion.....	44	Missouri State.....	35	Texas Wesleyan.....	2, 43, 45
Clemson.....	2	Missouri-Columbia.....	2, 6, 7, 12, 45	Texas-Arlington.....	45
Colorado.....	2, 4, 41, 42, 44	Missouri-Kansas City.....	45	Texas-Austin.....	2, 45, 46, 47
Colorado School of Mines.....	44	MIT.....	46	Thiel.....	45
Colorado State.....	44	Monmouth.....	2, 22, 23, 24, 35, 45, 47	Toledo.....	2, 23, 24, 35, 38, 45, 46
Columbia.....	Table of contents, 23, 40, 41, 44	Montana.....	3	Trine.....	45, 46
Connecticut.....	2, 22, 44	Montana State.....	23, 25, 37	Truman State.....	45
Cornell.....	Table of contents, 2, 23, 26, 27, 44	Moravian.....	45	Tulane.....	2, 25, 45
Creighton.....	25, 44	Morehead State.....	45	Tulsa.....	45
Culver Stockton.....	46	Muhlenberg.....	Table of contents, 22	UCLA.....	45
Dartmouth.....	2, 23, 24, 25, 44	Murray State.....	2, 21, 23, 24, 25, 28, 29, 30, 35, 38, 45	Utah State.....	2, 43
Davidson.....	2, 43, 44, 46	Nebraska.....	8, 23, 25, 35, 39, 45, 46	Valparaiso.....	2, 25, 35, 43, 45
Davis & Elkins.....	23, 24, 46	Nebraska-Omaha.....	23, 25, 35, 45	Vanderbilt.....	13, 45
Dayton.....	2, 23, 24, 25, 44	Nevada-Reno.....	Table of contents	Vermont.....	45
Delaware.....	24, 35	New Mexico.....	45, 46	Villanova.....	29
Drake.....	Table of contents, 2, 10, 44	New Mexico State.....	45	Vincennes.....	Inside cover
Drexel.....	2, 23, 24, 25, 35	North Carolina.....	Inside cover, 45	Virginia.....	2, 27, 45
Duke.....	Table of contents, 23, 25, 44	North Carolina State.....	2, 43, 45	Virginia Commonwealth.....	Table of contents, 2, 14,
East Tennessee State.....	44	North Dakota.....	Table of contents, 2, 23, 35, 45	20, 23, 24, 37, 45	
Eastern Michigan.....	Table of contents, 19, 44	North Texas.....	45	Virginia Tech.....	2, 45, 46
Eastern Washington.....	4, 25, 44	Northeastern.....	2, 8, 45	Wake Forest.....	45
Elon.....	2, 25, 35, 44	Northern Colorado.....	46	Washburn.....	45
Emporia State.....	2	Northern Illinois.....	46	Washington.....	2, 35, 45
Evansville.....	2, 24, 44	Northern Kentucky.....	23, 45	Washington & Lee.....	23
Ferris State.....	46	Northwest Missouri State.....	13, 17, 45	Washington in St. Louis.....	15, 45, 46
Florida.....	Inside cover, 2, 14, 21, 22, 35, 37, 44, 46	Northwestern.....	23, 25, 45	Washington State.....	Table of contents, 32, 33, 45, 46
Florida Atlantic.....	44	Northwood.....	45	West Chester.....	2, 35
Florida Gulf Coast.....	44	NYU.....	23, 28, 29, 30, 45	West Virginia.....	35, 45
Florida International.....	Table of contents, 2, 30, 33,	Ohio State.....	23, 24, 35, 45, 46	Western Kentucky.....	23, 24, 25
39, 42, 44		Ohio Wesleyan.....	45, 46	Western Michigan.....	35, 45, 46
Florida Southern.....	44	Oklahoma.....	35, 45, 46	Wichita State.....	2, 23, 25, 45
Fresno State.....	25	Oklahoma State.....	25, 35, 46	Winthrop.....	45
George Mason.....	2	Oregon.....	10, 11, 45	Wisconsin.....	Table of contents, 45
George Washington.....	44	Oregon State.....	2, 25, 35, 45, 46, 47	Wisconsin-Platteville.....	45
Georgetown.....	23, 25, 35, 44	Pennsylvania.....	45	WPI.....	2, 22, 45
Georgia.....	2, 23, 24, 25, 35, 44	Pennsylvania State.....	45	Wright State.....	45
Georgia Southern.....	23, 24, 25, 44	Pepperdine.....	35, 45	Wyoming.....	45
Georgia Tech.....	21, 25, 44	Philadelphia.....	45	Yale.....	Table of contents, 15, 23, 25

“This Fraternity will be different...”

Wear the Difference – daily.



013R
Rope Chain, 18"
GF...\$26, SS...\$23
(Chain sold separately.)



snake
Snake Chain, 18"
14K...\$504 GF...\$29, SS...\$18
(Chain sold separately.)



105
Pearl Sweetheart Pendant
10K...\$115
(Chain sold separately.)



3252
Classic Ring
14K...\$698
10K, 10KW...\$484
Silvertone*...\$228



3301
Official Ring
14K...\$698, 10K...\$568
Silvertone*...\$324



0322
Balanced Man Ring
14K...\$498, 10K...\$368
Silvertone*...\$166



1901
Brotherhood Ring
10K...\$310, SS...\$74



138
Pearl Sweetheart Pin
10K...\$115



135
Sweetheart Pin
10K...\$69



2606
Badge Shape Pendant
10K...\$120, SS...\$45



L2604
Heart Lavalier
10K...\$56, SS...\$26



100
Official Plain Badge
10K...\$119



104
Official Pearl Badge
10K...\$208



115
Large Crown Pearl Badge
10K...\$248



0075
President's Pearl Badge
with three diamonds
10K...\$349



9005
Plain Crest Guard
10K...\$62, GP...\$22

9006
Enameled Crest Guard
10K...\$68, GP...\$26



4000
Oval Cufflinks
14K...\$449, GF...\$118,
SS...\$82



5000
Balanced Man Cufflinks
14K...\$449, GF...\$118,
SS...\$82



601
Ducal Crown Alumni Pin
GP...\$6.50



602
Enameled Crest Tie Tac
10K...\$46, GP...\$24



2025
Balanced Man Money Clip
GP...\$33

To order, just call:
800-422-4348
or click
www.HJGreek.com

Official Jeweler to Sigma Phi Epsilon

Find us on Facebook: www.facebook.com/hjgreek



K – karat gold, KW – karat white gold, SS – sterling silver, GP – gold-plated, GF – gold-filled

*Silvertone is 25% genuine palladium. **Gold-filled products are 1/10th 10K gold.
All prices are subject to change without notice.





Sigma Phi Epsilon
Fraternity
310 South Boulevard
Richmond, VA 23220-5706

**Change Service
Requested**

Address changes?

Members or Parents:

Go to sigep.org/update.

Or e-mail address.

update@sigep.net.



[www.facebook.com/
sigmaphiepsilon](http://www.facebook.com/sigmaphiepsilon)



[www.twitter.com/
officialsigep](http://www.twitter.com/officialsigep)

Non-Profit
U.S. Postage
PAID
PERMIT #283
Mattoon, IL

In his lifetime, every SigEp knew him.

Half a century after his death, every SigEp knows him still.

When SigEp Founder **William Lazell Phillips**, our “Uncle Billy,” passed away on June 20, 1956, he left his entire estate to the Sigma Phi Epsilon Educational Foundation.

This giant act of brotherly love is remembered today by thousands of young SigEp brothers who are better men because of his eternal impact.

You too can make an eternal impact.

Include SigEp in your estate plan, and you'll help build balanced men for generations to come.

You can name the “Sigma Phi Epsilon Educational Foundation” in your will, or you can take five minutes to name the Foundation as a beneficiary of an IRA, 401K or life insurance policy. Please let SigEp know if you include us in your estate plan. We want to recognize your generosity, and we can help keep your plan current, providing information on changes to estate planning law.

Questions about estate planning?

Contact Director of Advancement **Brady Wolfe** at (815) 541-6992 or brady.wolfe@sigep.net.



William Lazell Phillips
1873 - 1956